



MILLENNIUM CHALLENGE ACCOUNT NEPAL (MCA-NEPAL)

Scope of Services

Position:	Manager- Gender and Social Inclusion (GSI)
Division:	Environment and Social Performance
Reports to:	DED-ESP/GSI
Band:	D
Background & Project Description	
<p>Millennium Challenge Compact was signed on September 14, 2017 between the United States of America, acting through the Millennium Challenge Corporation (MCC), a United States government entity, and the Federal Democratic Republic of Nepal, acting through its Ministry of Finance. The Compact aims to increase the availability and reliability of electricity, maintain road quality, and facilitate power trade between Nepal and India helping to spur investments, and accelerate economic growth. The Compact Agreement is currently in implementation stage, and is valid for a period of five years from the date of Entry-Into-Force (EIF), i.e. 30 August 2023.</p> <p>Pursuant to the aforementioned agreement, the entity charged with implementing the project has been established as the Millennium Challenge Account (MCA) Nepal entity. This position will assume a strategic role in the success of MCA-Nepal.</p>	
Position Objective	
<p>The Manager-GSI is responsible for ensuring effective integration of gender and social inclusion in MCA-Nepal's Projects. The position oversees and manages the update and implementation of MCA-Nepal's Social and Gender Integration Plan (SGIP), Trafficking in Persons (TIP) Risk Management Plans for Electricity Transmission Project (ETP) and Road Maintenance Project (RMP) in full compliance with MCC and Government of Nepal (GoN) Policies on Gender and Counter Trafficking in Persons.</p>	
Duties and Responsibilities	
<ul style="list-style-type: none">• Ensure contractors' compliance with MCA-Nepal's requirements for practicing non-discriminatory practices in recruitment and pay and providing safe and enabling work environment free of any forms of violence and discrimination for women and historically marginalized groups;• Oversee and manage the development and effective operationalization of all TIP response/redress tools and principles;• Ensure MCA-Nepal establishes institutional mechanisms to provide the necessary services to TIP survivors affected by its projects;	

For more information:

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- Administer MCA-Nepal's Environmental and Social Management Plan (ESMP) and Environmental Social Health and Safety Management Plan (ESHSMP) to be reviewed and updated in compliance to MCC and MCA-Nepal's policies;
- Oversee and manage Supervision Engineer's monitoring and tracking systems (including field visits) and all progress and quarterly reports include comprehensive and timely reports on GSI;
- Ensure contractors' TIP Risk Management Plans, Anti Sexual Harassment Policies and other relevant documents meet the standards and they are effectively implemented for complying with the requirements of MCC C-TIP Policy (2021) and relevant policies and laws of the Government of Nepal;
- Coordinate and Collaborate with Environmental and Social Performance (ESP) team in operationalizing the Grievance Redress Mechanism (GRM) for effective reporting and registering of TIP incidents and monitor efficiency and effectiveness;
- Collaborate with the Engineers' team and ESP team in monitoring and ensuring the contractors' and consultants' work are in compliance to MCC and MCA-Nepal's policy requirements;
- Establish and maintain effective collaboration and coordination with relevant governmental institutions (both at federal and local levels), civil society organizations and development partners engaged in combating human trafficking;
- Prepare and present GSI-related status of compact implementation and lead discussions at various relevant public forums in collaboration with MCA-Nepal's Communications and project teams and management;
- Oversee and manage GSI considerations are integrated into the implementation of ETP Technical Assistance (TA) and MCA Partnership Program (MPP) and monitor progress;
- Coordinate and collaborate with the Monitoring & Evaluation (M&E) team in tracking progress from GSI perspective and ensure gender disaggregated data are collected where applicable;
- Organize training for MCA-Nepal and consultants/contractors on GSI areas relevant to projects;
- Recruit GSI staff, coach/mentor and provide technical guidance;
- Conduct any other GSI related tasks as required for furtherance of compact objective.

Requirements (*Education, Experience, Technical Competencies*)

Minimum:

- Bachelor's degree (required) and Advanced (Master's Degree or higher preferred) from a recognized institution in the following or equivalent fields: Social Science, Sociology, Social Work, Gender Studies, Community Development, Development Economics, Political Science;

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- 10 years of experience (not withstanding whether earned before, after or during pursuit of required academic qualification) in implementing GSI and Counter Trafficking in Persons projects, activities and interventions;
- Demonstrated experience in inclusive and gender responsive community engagement and stakeholder consultations;
- Experience of integrating gender and social considerations into infrastructure projects;
- Conversant with basic MS package and monitor project schedule independently;
- Proven ability to work with multiple stakeholders;
- Excellent verbal and written communication skills in English and Nepali.

Preferred:

- Demonstrated team leadership experience and people management skills;
- Track record of managing communication with international contractors and donors with minimal supervision;
- Proven project management experience;
- Ability to develop GSI-relevant guidance and tools to ensure its compliance.

This Job Description is subject to revisions/updates as necessary to ensure alignment to the organization's strategic direction and structure. Revisions to the description are subject to applicable Human Resources policies and procedures, and official versions are maintained by Human Resources.

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