



REPUBLIC OF LIBERIA  
MINISTRY OF FINANCE AND DEVELOPMENT PLANNING



VANCANCY ANNOUNCEMENT  
CODE: MFDP/MCC/GSI/02/18/26  
EXTERNAL/INTERNAL RECRUITMENT

POSITION TITLE	Gender and Social Inclusion (GSI) Specialist
REPORT TO	National Coordinator
ASSIGN UNIT/DEPARTMENT	Liberia Compact Development Office
DEPARTMENT/FUNCTIONAL RELATIONS	FM/DOA/DFA/DEM/DBDP/CAGD
EXTERNAL RELATIONSHIPS	MCC's Gender and Social Integration (GSI) division, Ministries, Agencies, and Commissions, Development Partners, Judiciary, MGCSP, Legislature, CSOs, Private Sector, etc.
APPLICATION START DATE	February 18, 2026
APPLICATION CLOSING DATE	March 6, 2026
OFFICIAL START DATE	April 1, 2026

### 1. CONTEXT

During the development of a compact program, each eligible country must analyze the social and gender dimensions of barriers to economic growth at the national and sectoral level – and fully integrate social and gender issues into its process for identifying, developing and designing potential projects.

The Gender and Social Inclusion Specialist will lead these efforts by organizing, managing and sustaining engagement with experts and organizations that represent the interests of the poor, disadvantaged social groups and women; collecting and analyzing data related to the social and gender dimensions of economic development; identifying key legal, policy, institutional, social and cultural constraints that impede the equitable distribution of the benefits from economic development; identifying opportunities to reduce barriers and expand the participation of the poor, disadvantaged social groups and women in economic development through proposed compact projects; developing strategies for integrating relevant social and gender concerns into proposed projects; and analyzing the potential impact of proposed projects on different beneficiary groups.

To be successful, the Gender and Social Inclusion Specialist must have a comprehensive and detailed knowledge of the eligible country's legal, policy, political economy

institutional, social and cultural environment; considerable familiarity with the experiences of the poor, disadvantaged social groups and women; be able to organize and sustain engagement with a wide range of stakeholders; and be able to work collaboratively with interdisciplinary teams.

## 2. DESCRIPTION OF MAIN RESPONSIBILITIES:

- Contribute to the identification of relevant stakeholders and the development of plans for public consultations and stakeholder engagement, and then lead the organization, management and implementation of outreach to experts and organizations that represent the interests of the poor, disadvantaged social groups and women, including organizations representing women's businesses. Hold ongoing consultations with such experts and organizations, academic institutions and relevant government agencies throughout the compact development process.
- Gather, organize and analyze all relevant data and information relating to the extent, characteristics and outlook for poverty in the eligible country, as well as the participation of the poor, disadvantaged social groups and women in the eligible country's economy, working in close collaboration with other members of the MCC and Compact Development Teams to reach conclusions and highlight results as part of the Constraints to Economic Growth, Trade, and other Sectoral Analysis.
- Identify and assess the impact of legal, policy, institutional, social and cultural barriers that limit economic participation or impede poverty reduction among the poor, disadvantaged social groups and women.
- Contribute to the analysis of underlying issues and root causes of any binding constraints to economic growth, working in close collaboration with other members of the MCC and Compact Development Teams to ensure that the concerns and issues of the poor, disadvantaged social groups and women are fully understood, captured and considered.
- Contribute to the identification and development of initial concepts and project proposals, working in close collaboration with other members of the MCC and Compact Development Teams to ensure that opportunities to reduce barriers and expand the participation of the poor, disadvantaged social groups and women in economic development are considered.

- Contribute to the development of a detailed program logic for the proposed projects and for the overall compact program, working in close collaboration with other members of the MCC and Compact Development Teams.
- Throughout the Project Development phase, evaluate the technical adequacy of and provide technical recommendations and inputs related to social and gender issues in any feasibility or design study, environmental and social impact assessment, resettlement action plan or environmental and social management plan (including any health and safety management plan or any mitigation plan for risks associated with child labor, human trafficking, or HIV/AIDS), including any gender assessment or gender integration plan.
- Contribute to the development of a Monitoring and Evaluation (M&E) Plan that includes indicators and data properly disaggregated for age, gender and other relevant social factors so that the impact on women and other disadvantaged groups can be properly tracked.
- Ensure that all requirements of the MCC Gender and Inclusion Policy (2024), MCC Women's Economic Empowerment (WEE) Investment Criteria, MCC Inclusion and Gender Strategy, MCC Gender Integration Milestones, and the Operational Procedures for Compact Development are met throughout the compact development process.

### 3. QUALIFICATIONS REQUIREMENT:

#### Education:

- Master's degree (preferred) in Gender Studies, Social Sciences, Development Studies, Anthropology, or a related field.

#### Experience:

- Minimum 5–10 years of experience in designing, managing, and implementing Gender Equality and Social Inclusion (GESI) activities.
- Strong background in gender mainstreaming and developing GESI-focused training, assessments, and strategies.
- Proven experience in monitoring and evaluation (M&E) of GESI indicators.
- Experience working with local, rural, or vulnerable populations.
- Prior work experience involving the analysis, promotion or protection of issues related to the poor, disadvantaged social groups and/or women in a context related to economic development concerns.
- Detailed knowledge of policies, political economy, laws and regulations related to social inclusion and gender equality concerns, with a particular focus on the policy

and institutional environment, including issues related to the legal status facing the poor, disadvantaged social groups and women.

- Demonstrated ability to drive the integration of social and gender issues into the development and design of large-scale economic development or infrastructure projects.
- Demonstrated ability in conducting and managing complex social research activities including both quantitative and qualitative research.
- Strong ability in conducting social and gender analyses to inform project design. Knowledge of, and experience working with, key national and/or regional women's organizations, NGOs, and relevant government institutions focusing on social and gender issues. Experience with major donor organizations, especially U.S. donors, is a plus.
- Ability to work with multidisciplinary teams and institutions and interact constructively with technical experts, government officials, people that could be affected by projects, and civil society.
- Experience or expertise in one or more of the following preferred but not required: infrastructure (energy, water and sanitation, transport, etc.), finance, ICT, public education and skills development, economic policy, tourism, fisheries, and labor markets.

#### **Technical Skills & Knowledge:**

- Deep understanding of gender equality frameworks, social inclusion standards, and disability inclusion.
- Knowledge of local government policies, laws, and regulations related to the socioeconomic status of women and vulnerable groups.
- Strong qualitative research, data analysis, and reporting skills.
- Experience with Behaviour Change Communication (BCC) is often desired.

#### **Competencies:**

- Excellent communication skills, including fluency in English, and proficiency in local languages.
- Ability to work with multidisciplinary teams, including technical and construction experts, and to manage, influence, and collaborate.
- Capacity to work in complex, politically sensitive, or rapidly changing environments.

#### **4. COUNTERPART STAFF:**

The Gender and Social Inclusion Specialist will work directly with a member of MCC's Gender and Social Integration (GSI) division. MCC may also provide an experienced international consultant to support compact development work.

#### 5. APPLICATION REQUIREMENT:

- A detailed cover letter expressing intent
- Resume/CV
- Address your application to:

**MCC Recruitment Committee  
Liberia's Compact Development Office  
Monrovia, Liberia**

Applications will be accepted **ONLY** via given email: [mcc\\_recruitment@mfdp.gov.lr](mailto:mcc_recruitment@mfdp.gov.lr)

**NOTE: Due to the high volume of applications, we normally receive, ONLY shortlisted candidates will be contacted.**