



RECOVERY OF ECONOMIC ACTIVITY FOR LIBERIAN INFORMAL SECTOR EMPLOYMENT (REALISE) PROJECT

Capitol Bye Pass, Old Maternity Center, 1st Floor
Monrovia-Liberia



REQUEST FOR EXPRESSION OF INTEREST FOR GENDER OFFICER (LOCAL HIRE)

REFERENCE NO: LR-LACE-491747-CS-INDV

PROJECT ID: (P174417)

BACKGROUND

The Government of Liberia has received funding from the World Bank, Swedish International Development Association (Sida) and the French Agency for Development (AFD) to implement the Recovery of Economic Activity for Liberian Informal Sector Employment (REALISE) Project. The Project Development Objective is to increase access to income-earning opportunities for the vulnerable in the informal sector in response to crises, expand income and livelihood support to poor and food-insecure households, and improve efficiency in managing social protection programs in Liberia. The REALISE Project is being implemented by the Ministry of Youth and Sports (MYS), Ministry of Gender, Children and Social Protection (MGCSP), and the Liberia Agency for Community Empowerment (LACE). Implementation of project activities is managed by a single Project Management Team (PMT) that sits outside of the implementing institutions and is comprised of consultants hired by the three institutions. The Ministry of Youth and Sports is responsible for overall coordination of the Project.

The implementing institutions (MYS, MGCSP, LACE) are aware that, integrating gender equality programming approaches for transformative results requires deliberate and targeted gender integration throughout the programming cycle; and that, gender analyses should entail a critical examination of available data, evidence and previous program results. To achieve this goal, the project is hiring a consultant that will guide the process of gender mainstreaming in the implementation of the REALISE

Position: Gender Officer

Location: Based in Monrovia

Duration: This assignment is for 12 months with the possibility of extension based on satisfactory performance and availability of budget.

Objectives of the Assignments

The objective of the Gender Officer position is to oversee the design and implementation standards aimed at mitigating identified gender risks associated with the REALISE Project.

The Gender Officer will ensure the integration of gender considerations into all aspects of the REALISE project, provide expert advice, ensure quality assurance, conduct capacity-building activities, and monitor gender-related initiatives and sensitization efforts throughout the project.

Duties and Responsibilities

More specifically, the Gender Officer is expected to:

- Oversee and lead the implementation of the REALISE project Gender Action Plan;
- Based on gender analysis, develop a plan of action that identifies opportunities and entry points for mainstreaming gender into the project;
- Conduct multi-dimensional analysis with emphasis on gender aspects, is mainstreamed and duly incorporated in assessments and deliverables of the project;
- Ensure project reporting have gender disaggregated data;
- Report with dedicated sessions on gender as feasible;
- Prepare and submit annual reports and other reports as required by the project reporting;
- Perform any other work assigned by supervisor;
- Ability to respond on short notice and plan and execute several activities at once;
- Knowledge of gender tools applicable in gender sensitive programs;
- Ability to work under pressure, as part of a team or independently, and meet deadlines consistently; etc.

Shortlisting Criteria

Shortlisting requirement for this assignment includes the following requirement:

- Bachelor's degree in social science, development studies, gender, or related field; master's degree will be an added advantage;
- At least 3 years of working experience on gender equality and social inclusion;
- Knowledge and experience working on world Bank and or donor funded projects.
- An understanding of the public sector of Liberia; and
- Computer skills, including the ability to use modern office technology and related software required.

Shortlisted candidates will be ranked according to qualification and experience and the most qualified candidate will be selected.

Please follow the link below to access the Terms of Reference for more information:

https://realise.liberiasp.gov.lr/wp-content/uploads/2025/05/TOR_Gender_Officer.pdf

Applicable Guidelines

The Applicable regulation for this recruitment is: **World Bank Procurement Regulations for IPF Borrows dated July 2016, revised November 2020**. Attention of interested Consultants is drawn to paragraph 3.14 of these Guidelines, setting forth the World Bank's policy on conflict of interest. A Consultant will be selected in accordance with the Individual Consultant Selection method set out in the above **Procurement Regulations**. Interested individuals may obtain further information at the address given below.

How to apply for this position

Interested candidates should address application letters including CVs and relevant educational credentials to the **Office of the Project Coordinator, REALISE Project, Old Maternity Building, Capitol Bye Pass, Monrovia,** and submit either in person or through email to kmawolo@liberiasp.gov.lr and cc: jbengu@liberiasp.gov.lr. Kindly use **GENDER OFFICER** as subject of the email. All applicants are required to include at least 3 referees in their submission. **The deadline for applications is Tuesday, June 10, 2025.**

For further information, please email us at: kmawolo@liberiasp.gov.lr and cc: jbengu@liberiasp.gov.lr.