

Request for Qualifications Gender Advisor

TechnoServe invites you to participate in this competitive solicitation for qualifications related to the position of Gender Advisor.

Position Location: Remote based with 20-30% travel

Anticipated start date: July 2023

Estimated Duration: 8 months, part-time (30-40% LOE)

I. About TechnoServe

TechnoServe (www.technoserve.org) is a non-profit, economic development organisation with sustained commitment to its 50-year old founding mission to work with enterprising men and women in the developing world to build competitive farms, businesses, and industries. We are business specialists assisting farmers and other entrepreneurs in 29 countries, increasing their access to information, capital, and markets. The increased income our clients derive enhances resilience and prosperity for their families and communities.

TechnoServe was competitively selected by the UK government's Foreign, Commonwealth & Development Office (FCDO) to lead part of a five-year programme – Commercial Agriculture for Smallholders and Agribusinesses (CASA) – focused on driving catalytic change in how investors view and invest in agribusinesses operating in supply chains with significant numbers of smallholder producers. CASA is focused on increasing economic opportunities for smallholder farmers by:

- Enabling more smallholder farmers to engage with and trade into commercial markets;
- Demonstrating the commercial viability of agribusinesses with significant smallholder supply chains and attracting more investment into these businesses;
- Deepening the smallholder impact of investments made by development finance institutions and impact investors.

TechnoServe's role on CASA is to establish and operate a £8 million Technical Assistance Facility (TAF) to support agribusinesses that have received development finance institution (DFI) or impact investor financing to extend and deepen their smallholder impact. The facility provides grants and technical assistance to agribusinesses that have received financing from a DFI (e.g., BII, FMO) or an impact/patient capital investor (e.g., Dob Equity, Barak Fund) for projects which will increase the volumes of purchases from smallholders and bring new smallholders into business supply chains. CASA TAF's aim is to increase the development impact of individual deals and help build an evidence base of the potential development returns from agribusiness investments that can be used to raise expectations of investors from future deals. CASA TAF has the potential to re-define the role that private investments in agriculture can play towards driving development impact for millions of smallholder producers across the globe. Over 5 years, our objective is to work with 35 agribusinesses to increase sales and productivity of over 100,000 smallholders, and increase jobs and rural income generation opportunities.

II. Key Deliverables

- Increase core team's gender awareness and skills to lead diagnostic, design and implementation of TA initiatives with a gender lens
- Enhance team capacity and bandwidth to prioritise gender diagnostics and effective/appropriate TA design

- Provide necessary expertise to support a) deep understanding of gender related issues facing our clients in different contexts (countries, value chains etc), b) navigate complex dynamics and stakeholder interests, and to c) workshop practical solution design that is aligned with commercial priorities and can generate meaningful impact on women
- Drive implementation and accelerate focus on gender and CASA's impact on women to achieve our targets
- At least 5 companies with gender initiatives ongoing by March 2024

III. Position Description

The following are roles and responsibilities of this position:

- **Gender assessment and diagnostics**
 - Work with CASA TAF staff and agribusiness management teams across Africa and Asia to assess gender-responsive business practices. Specifically, lead baseline assessments (ideally during the inclusive business planning phase) and facilitate meetings/workshops to discuss findings, identify priority opportunities and gender responsive activities to improve business practices and enhance inclusion of women in targeted supply chains, in ways that are aligned with client objectives
 - Visit companies to conduct deep dive assessments of gender dynamics at company, farmer organisation/group and farmer level to improve agribusiness; key barriers and opportunities using an existing gender diagnostic tool
- **Technical assistance design, implementation, and monitoring support**
 - Based on assessment, design relevant initiatives together with CASA and agribusiness management teams, outline TA needs and develop associated action plans and budgets
 - Develop CASA TAF's pool of experts / TA providers that can be tapped to implement gender initiatives
 - Support companies to identify appropriate in-house and/or external resources to deliver plans, including procurement of 3rd party service providers or consultants where additional bandwidth/expertise is required. Support project staff recruitment and hiring processes based on TA recommendations made
 - Support CASA inclusive business managers with technical oversight and technical assistance to implement a portfolio of gender TA activities
 - Identify KPIs that can show incremental progress towards gender targets
 - Monitor project progress and quickly identify, assess, and manage risks related to execution. Proactively communicate risks among key stakeholders
 - Support impact measurement including end-line assessments using gender diagnostic tool and other forms of qualitative and/or quantitative evaluations recommended. Support ongoing monitoring of gender integration in activities and inclusion in program reports. Contribute to programme reporting on gender-related topics
 - Execute timely decisions regarding TA implementation and resources based on the risks identified and changes in strategic direction of agribusiness partners
- **Programmatic advice and capacity building**
 - Develop or refine and update CASA TAF strategy and toolkit including gender analysis tools, gender action plans which assist with the design and implementation of activities and continuously improve technical excellence. Support team's adoption of tools
 - Facilitate knowledge exchange and training workshops to build team expertise and capacity to undertake TA functions with a gender lens.
 - Adapt training tools and/or knowledge products with the Global Gender Practice to equip CASA team to deliver diagnostics, design and oversee implementation of follow-on TA initiatives. (Note: this should also include training on techniques and language sensitivities to create safe spaces for inclusion of women, and minimize unintended consequences of gender TA initiatives (e.g. gender based violence)

- Provide strategic guidance and counsel to programme leadership and staff on gender integration approaches, priorities and compatibility with programme aims and resource constraints
- **Knowledge management and learning:**
 - Support the development of key knowledge products (e.g., case studies, lessons-learned documents, etc.) that facilitate programme development, programme implementation, internal knowledge sharing and the influencing agenda
 - Participate in meetings with the Global Gender Practice and the programme leadership, as/when required to share learning, support programme adaptation and optimisation of gender impact

IV. Required skills and expertise

- Master's degree in Agribusiness, Development Economics, Gender, Sociology, Anthropology or related, with minimum of 8 years' experience. Qualifications or coursework in gender, women's economic empowerment or rural livelihoods preferred
- A proven track record in designing and executing technical assistance (TA) projects in agriculture sector focused on inclusive business models
- A deep, demonstrable commitment to gender equality and women's economic empowerment
- Demonstrable experience implementing practical approaches to advance gender equality in agriculture programmes, including approaches to mitigate and reduce gender-based violence in economic growth programmes, a plus
- Experience working with private sector; identifying and unlocking shared value opportunities – experience working with corporates to implement gender initiatives required
- Experience in adult learning techniques, excellent in-person and virtual facilitation skills.
- Ability to communicate complex gender issues with clarity and precision
- Demonstrated success in leading tasks, activities, or initiatives requiring a combination of strong analytical, writing, social and management skills
- High standards of personal integrity and a flexible personality required
- Strategy consulting experience with top tier firm a bonus
- Experience working in impact investment a bonus
- Comfortable and experienced with travel throughout African and Asian continent
- Strong skills in business software (Excel, PowerPoint etc.)
- Has a strong sense of ownership, accountability and can-do attitude

V. Instructions

Interested candidates should submit their CV and budget (including daily rate in GBP) for implementing the required assignment and deliverables outlined in this document to Ana Herrera (aherrera@tns.org).

TechnoServe reserves the right to award the contract to the submission that is deemed to be in the best interest of TechnoServe and the Donor. The winning submissions will be notified in writing. Those who were not selected may or may not be notified, at the sole discretion of TechnoServe.

Submission deadline: 17 July 2023

TERMS AND CONDITIONS

1. The Request for Qualifications is not and shall not be considered an offer by TechnoServe.
2. All responses must be received on or before the date and time indicated on the RFQ. All late responses will be rejected.
3. All unresponsive responses will be rejected.
4. All awards will be subject to TNS contractual terms and conditions and contingent on the availability of donor funding.

5. TNS reserves the right to accept or reject any submission or cancel the solicitation process at any time, and shall have no liability to the proposing party submitting for such rejection or cancellation of the request for qualifications.

6. TNS reserves the right to accept all or part of the submission when award is provided.

7. All information provided by TNS in this RFQ is offered in good faith. Individual items are subject to change at any time, and all bidders will be provided with notification of any changes. TNS is not responsible or liable for any use of the information submitted by bidders or for any claims asserted therefrom.

8. TNS reserves the right to require any bidder to enter into a non-disclosure agreement.

9. The bidders are solely obligated to pay for any costs, of any kind whatsoever, which may be incurred by bidder or any third parties, in connection with the Response. All responses and supporting documentation shall become the property of TNS, subject to claims of confidentiality in respect of the response and supporting documentation, which have been clearly marked confidential by the bidder.