



**Government of Sierra Leone  
Ministry of Agriculture (MoA)**

**Recruitment For the Position Gender and Gender-Based Violence Specialist for the  
West Africa Food System Resilience Programme (FSRP), Sierra Leone Chapter  
Phase 2 (P178132)**

**October, 2022**

**TERMS OF REFERENCE FOR  
Gender and Gender-Based Violence (GBV) Specialist**

**Project Background:**

The West Africa Food System Resilience Program (FSRP) is a five year, regional, 60 million USD World Bank-funded project with the goal of increasing preparedness against food insecurity and improving the resilience of food systems in Sierra Leone and West Africa as a whole. This project is aligned with the Sustainable Development Goals (SDGs), the World Bank Group (WBG) Country partnership Framework for Sierra Leone, the National Agriculture Transformation Programme (NAT) 2023 and Mid-Term National Development Plan for Sierra Leone.

The project will directly benefit 182,000 farmers with impact on 365,200 household members, of which at least 45 percent (164,340) will be women, 40 percent (146,080) youth, and 5 percent (18,260) vulnerable groups, including people with disabilities. Direct beneficiaries will also include processors, transporters, traders, and other agricultural

(M)SMEs/agribusinesses engaged in the targeted value chains (rice, cassava, and livestock) who will benefit from capacity building (including training, business advisory services, and matching grants, where applicable).

The FSRP will be implemented in all districts of Sierra Leone and will focus on the three priority value chains of the Ministry: rice, cassava, and livestock. These value chains were also selected based on their potentials for regional food and nutrition security, and the natural comparative advantage that Sierra Leone has in developing and promoting them.

Sierra Leone's FSRP is the country's version of the *West African Food System Resilience Programme*.

### **Project Components**

The FSRP is organized around five components, which coincide with the components of the other FSRPs of the West African sub-region, the successful implementation of which a country's performance will be measured by. The components are:

**Component 1: Digital Advisory Services for Agriculture and Food Crisis Prevention & Management:** This component aims at strengthening climate resilience of the agriculture sector and enabling effective management and prevention of food crises through the development and provision of demand-driven data, information, and advisory services, and strengthening evidence-based decision making in managing food security. This component will be implemented through two broad sub-components: 1) Upgrading Regional Food Crisis Prevention and Monitoring Systems and 2) Strengthening Digital Hydromet and Agro-Advisory Services for Farmers.

**Component 2: Sustainability and Adaptive Capacity of the Food System's Productive Base:** The objective of this component is to enhance the resilience of the food system's productive base in ways that enable small and medium producers (especially women and youth) to sustainably meet their nutritional needs and raise income levels from the sale of surpluses in local and regional markets. This will be achieved through two mutually supporting sub-components: 1) Consolidating Regional Agriculture Innovation Systems and 2) Strengthening Regional Food Security through ILM.

**Component 3: Regional Market Integration & Trade:** The objective of this component is to facilitate trade of agricultural goods and inputs within and across national borders in West Africa. This component will be implemented through the following two sub-components: 1) Facilitating Trade Across Key Corridors and Consolidate Food Reserve System; 2) Supporting the Development of Strategic and Regional Value Chains.

**Components 4 and 5** represent emergency contingency response and effective project management respectively.

This TOR describes the levels of expertise needed to recruit three key experts needed to commence the Project's implementation.

### **Scope of Services**

Gender and GBV Specialist will ensure that gender issues are appropriately considered and acted upon in all project activities as per the World Bank gender policy and national laws on gender and social inclusions. The Specialist will further be expected to set in place appropriate mechanisms to prevent and mitigate gender-based violence (GBV) and related risks, and he/she should have a demonstrated ability to transform gender and unequal power relations in society at large and specifically in the agriculture sector, especially in the Project's priority value chains of rice, cassava and livestock.

### **Key responsibilities would include**

- Advise and work with the PMU, the National Development Partner Project Coordination Office (NDPPCO), the Ministry of Agriculture, MDAs connected to the FSRP, the World Bank and stakeholders in Sierra Leone and at regional level to mainstream gender and concerns of women and girls.
- Develop a framework and workplan preventing and mitigating GBV risks and impacts on FSRP through a broad-based stakeholder consultation.
- Advise on incorporating gender-related aspects during prioritization of investments, design, bidding, implementation and operation and maintenance.
- Lead the collection and tracking of gender disaggregated data for inclusion in the project results framework.
- Capture and collate gender stories in the project, while also noting enduring and emerging challenges.
- Lead the preparation and implementation of the FSRP Gender Strategy.
- Help design an overall M&E Strategy, structures, systems and processes to enable the regular assessment of the project with a Gender and GBV and social inclusion lens
- Develop guidelines and tools on addressing risks of gender-based violence to help the project staff identify and address GBV in farming households and communities;
- Use at least one household methodology, for example, GALS to build capacity of project staff to use and apply the guidelines and tools prepared;
- Work with the Communications Department of the Project to develop case studies demonstrating both the technical results that benefit GBV victims and the implementation methodologies of GBV interventions within communities;
- Maintain keen attention on social inclusion aspects and targeting including youth, women and PWDA targets set in the Programme document in Programme planning, implementation and reviews, including in the review of the Programme log frame;

- In collaboration with Programme team members and consultants, support the development of training materials and facilitation of all trainings;
- Ensure that women and youth benefit from access to finance, access to post-harvest value chain facilities including storage, processing and rural markets facilities.
- Generate performance indicators to monitor and assess outcome of initiatives considered to promote gender equality and social inclusion;
- Coordinate with the PMU to support regular field monitoring visits of project activities to ensure compliance with all applicable requirements of World Bank and national laws on gender and social inclusion (including youth, old people, people with different abilities (PWDAs), various ethnic groups, etc.);
- Assist in the development and distribution of information, communication, and educational materials on gender for the purposes of promoting gender as it relates to the urban sector;
- If/when/where applicable, help develop and manage a GRM and GBV reporting protocol and facilitate implementation of redress mechanisms;
- Contribute to the preparation of project progress reports on the implementation gender and social safeguard requirements of the project;
- Provide technical advice to the PMU and relevant stakeholders on gender and social inclusion related issues; and
- Perform any other duties as may be relevant to tasks assigned

### **Qualification and Experience Required**

- At least a Master's degree in the Social Sciences, Gender Studies, Environment and Development Studies or related field.
- A minimum of five years of experience in working in the development sector of Sierra Leone contributing to addressing gender-based violence in an inclusive and participatory manner;
- Ten years of experience working with (a) donor project(s) in the agriculture sector, with interventions supporting youth, women and people with different abilities and locally decentralized institutions;
- Conversant with using household methodologies to address GBV in an inclusive and participatory manner;
- Demonstrated excellence in effectively engaging with farmer groups and communities to address gender-based violence at household and group levels;
- Proven track-record in communicating sensitive or complex issues in a clear and concise manner to different community stakeholders;
- Excellent interpersonal, problem-solving, team skills, and the ability to work with a range of stakeholders to effectively negotiate and build consensus to address GBV; and

- Strong oral and written communication skills; ability to present and facilitate in plain language and using pictorials for broad group of farmers both literate and non-literate stakeholders.