

POSITION DESCRIPTION

Position Title: Gender and Energy Expert

Reports to: Deputy Chief of Party/Capacity Building Expert

Work Location: Lahore, Pakistan

Job Summary: The Gender and Energy Expert (GEE) is responsible for designing a gender strategy for the overall program to transform partner institution environments to include gender mainstreaming and female workers and leaders, and to empower a critical mass of female energy professionals. The GEE will ensure that gender issues, awareness and equity promotion are considered and incorporated in all project activities, with definitive targets, indicators and strategies for impact monitoring and measuring.

Major Duties and Responsibilities:

- Oversee design and inclusion of gender considerations and gender components for institutional training needs assessments, institutional training/capacity building plans, and specific training programs and activities.
- Develop and deliver training curriculum and programs that address gender issues and strategies in energy policy, projects and institutional reform.
- Identify opportunities to support entry, retention and promotion of women staff in the energy sector via partner organizations and institutions and incorporate in “gender intelligent” training plans and other project activities.
- Ensure that the overall project training program targets and delivers 50% training to women.
- Lead design and implementation of gender audit process for all partner institutions.
- Train partner staff to design and conduct gender audits for partner ministries, institutions, private sector companies and NGOs.
- Develop outreach and education strategies and activities for gender issues and awareness for institutional partners, the energy sector, and the public.
- Design and implement performance monitoring approaches and systems, with definitive targets, indicators and strategies, that track, measure, document, and report progress in achieving gender impact.

Qualifications: The candidate for this senior management position must have practical experience in both energy efficiency/conservation and gender, preferably in Pakistan and South Asia. Ten years of direct relevant experience in gender, energy and poverty issues in developing countries is the minimum requirement. The candidate must have an advanced degree in social sciences, economics, gender, energy policy, international development or other relevant fields. Areas of work experience should include 1) demonstrated ability in policy analysis and design of programs in energy and gender; 2) gender skills in fieldwork and a thorough understanding of assessment procedures and M&E; 3) gender audits, preferably in the energy sector (energy service companies and government ministries and institutions); 4) women inclusion programs to increase participation and promotion of women; 5) energy policy and planning, particularly in energy efficiency/conservation. Professional experience with government institutions, the electricity sector and/or public utility and service delivery sectors is desirable. Candidate must have excellent interpersonal skills and the proven ability to diplomatically handle cultural sensitivities with target audiences and a diverse range of local partners. Fluency in English is mandatory and competency in Urdu (level 3) is preferred.