

**PARTNERSHIP INITIATIVE FOR SUSTAINABLE LAND MANAGEMENT
(PISLM)
TERMS OF REFERENCE
Gender and Social Safeguards Expert**

Project: Enhancing Land Management and Strengthening Ecosystem Resilience for Integrated Landscape Restoration and Climate-Resilient Food Systems in Carriacou, Grenada
Post title: Gender and Social Safeguards Expert
Duration: 12 months
Duty station: Carriacou, Grenada
<p>To Apply: Individual consultants are invited to apply for this opportunity. Please email info@pislmsids.org the following:</p> <ol style="list-style-type: none"> 1. Cover Letter 2. Curriculum Vitae 3. List of Three References <p>Please use the email subject line: Application for Gender and Social Safeguards Expert under the <i>Carriacou ILM Project GEFID: 10980</i></p> <p>In the event that clarification is required, please email info@pislmsids.org using the Subject 'Inquiry- Carriacou ILM 10980'</p>

BACKGROUND

The Partnership Initiative for Sustainable Land Management (PISLM) was formulated as a part of the Technical Programme of the Caribbean SIDS Programme – an initiative that was adopted at the 14th Session of the Forum of Ministers of the Environment for Latin America and the Caribbean held in Panama in November 2003. This initiative was then endorsed by the CARICOM/COTED on the Environment in 2008 to provide a framework for assisting Country Parties in the implementation of the United Nations Convention to Combat Desertification and Drought (UNCCD), and for addressing the land management component of the Barbados Program of Action (BPOA) and the Mauritius Strategy (MSI) in Caribbean SIDS. Further, it was decided at COP 10 (decision) that PISLM shall act as reporting entity for Caribbean SIDS with regards to the preparation and submission of reports on the implementation of the sub-regional programmes referred to in paragraph 2 of decision 8/COP.8.

As such, PISLM serves as a mechanism to facilitate exchange of good land management practices between participating countries and serves as a mechanism for stimulating the replication of approaches, tools and methodologies throughout the region. PISLM will act as the Executing Agency for the project, and work in close collaboration with the Ministry of Carriacou & Petite Martinique Affairs and Local Government.

Carriacou is 34 km² and is the largest and most populated of the group of islands known as the Grenadines. It is located at 12° 28'N and 61° 28'W and is a dependency of the State of Grenada. The highest point on the island is High North Peak, at 291 metres above sea level. Carriacou, like Grenada and the other islands in the Grenadines, is of volcanic origin, but the terrain is less hilly than Grenada's, where about 50% of the land has slopes greater than 20 degrees (Niles, 2013). The

soils of Carriacou are primarily made up of Woburn Clay Loam (65.2%) and Limlair Clay (16.0%). These soils are not suitable for intensive cultivation on slopes of 10 degrees or more without soil conservation measures, yet cultivation has been and continues to be carried out on much steeper slopes with little use of anti-erosion control measures. Carriacou is significantly drier in comparison to mainland Grenada, owing to the small size of the landmass and lower elevation, meaning that the orographic rainfall potential is low. The annual average rainfall is approximately 1,000 mm. The streams on the island are intermittent with surface flow originating from the central areas and draining towards the coast. High runoff can occur in extreme rainfall events owing to the coincidence of geology, topography, and drainage factors, where upland areas are subjected to accelerated erosion while low-lying areas experience flooding.

This project aims to effectively address land degradation in Carriacou, through demonstration and application of ecosystems-based landscape restoration, sustainable land management and good agricultural practices, using community participatory approaches that expands diversification and sustainability of livelihoods options.

As such, the PISLM extends this call for suitable consultants to apply for this post.

OBJECTIVE OF THE POST

The post requires the Consultant to engage with communities and policymakers to deliver maximum benefit to the constituents of Carriacou. The Consultant will create an environment to not only achieve the project's objectives but to ensure the sustainability of the project's initiatives so as to enable the country to meet its Land Degradation Neutrality Targets, climate resilience targets and other sustainable development goals. The Consultant will not only oversee the implementation of SLM practices and engage in the creation of knowledge outputs and participate in community engagements.

Duties and Responsibilities

Under the overall supervision and guidance of the Project Coordinator, the Gender and Social Safeguards Expert will have the responsibility for the implementation of the Gender Action Plan. The Gender and Social Safeguards Expert will work closely with the Communications & Knowledge Management Expert on related aspects of project implementation, reporting, monitoring, evaluation and communication.

Specific responsibilities will include:

- Develop the project Gender Action Plan
- Monitor progress in implementation of the project Gender Action Plan ensuring that targets are fully met and the reporting requirements are fulfilled;
- Oversee/develop/coordinate implementation of all gender-related work;
- Review the Gender Action Plan annually, and update and revise corresponding management plans as necessary;
- Work with the M&E and Safeguards Expert to ensure reporting, monitoring and evaluation fully address the gender issues of the project.

Qualifications and skills:

- Bachelor's degree in gender studies, gender and development, environment, sustainable development or closely related area;
- Demonstrated understanding of issues related to gender and sustainable development; at least 5 years of practical working experience in gender mainstreaming, women's empowerment and sustainable development in Grenada and/or the Caribbean region;

- Proven experience in gender issues in Grenada and/or the Caribbean region;
- Previous experience with UN projects will be a definite asset;
- Demonstrated understanding of the links between sustainable development, social and gender issues;
- Experience in gender responsive capacity building;
- Experience with project development and results-based management methodologies is highly desired/required;
- Excellent analytical, writing, advocacy, presentation, and communications skills;
- Excellent language skills in English (writing, speaking and reading).