



# TERMS OF REFERENCE

## GENDER AND SOCIAL INCLUSION EXPERT OR TEAM

### TITLE

Gender and Social Inclusion Expert or Team

### DURATION

7 months (1 September 2023 – 20 March 2024)

### BACKGROUND TO ACTIVITIES

The [Adaptation Research Alliance \(ARA\)](#) is a global collaborative effort with over 200 members that seeks to catalyse increased investment and capacity for action-oriented research that supports effective adaptation to climate change – primarily in developing countries – at the scale and urgency demanded by the science. The ARA focuses on ensuring that increased ambition can be delivered through evidence-based action and recognising that practical action is required to minimise and avert loss and damage. We need a step-change on adaptation, collaborating with governments, business, and Civil Society Organisations (CSOs), to prepare for climate risks, mobilise further action, and increase adaptation financing. Recognising the importance of gender and social inclusion (GESI) in adaptation efforts, the ARA is seeking a Gender and Social Inclusion Expert or Team to integrate GESI considerations into its activities and promote inclusive adaptation practices.

## OVERVIEW

The main objective of this consultancy is to enhance the integration of GESI into the work of the ARA. The expert will provide technical expertise, guidance, and support to ensure that GESI considerations are adequately addressed in research, projects, and initiatives undertaken by the ARA, in 2023 and beyond. This will include the following:

- a. Conduct a comprehensive review and assessment of the existing activities, research, and initiatives within the ARA to identify gaps and opportunities for integrating GESI considerations.
- b. Develop a GESI integration strategy and action plan for the ARA, outlining specific steps, targets, and timelines for incorporating GESI into its activities in 2023 and beyond.
- c. Develop and deliver 2 capacity building activities for the ARA Secretariat, Steering Board and ARA membership such as training workshops or webinars, to enhance the knowledge and skills of ARA governing bodies and members in mainstreaming GESI in their work.
- d. Support the development and implementation of monitoring and evaluation frameworks that capture the gender and social impacts of the ARA.

## DELIVERABLES AND OUTPUTS

As a result of the activities undertaken by the consultant, the following outputs will be delivered:

- a. Comprehensive review report on the existing activities, research, and initiatives within the ARA, highlighting gaps and opportunities for GESI integration.
- b. GESI integration strategy and action plan, including specific steps, targets, and timelines for implementation.
- c. Guidelines for the ARA Secretariat and other governing bodies on integrating GESI into adaptation research and practice in 2023 and beyond.
- d. Capacity building activities, such as workshops or webinars, conducted for the ARA Secretariat, Steering Board, and members. E.g., Monitoring and evaluation frameworks or tools for capturing gender and social impacts of adaptation interventions.

## OUTPUTS AND TIMEFRAMES

The specific deliverables, outputs and timeline will be negotiated and agreed with the successful applicant, however completion of all activities and deliverables listed above must be done by 20 March 2024. A suggested timeline for delivery of outputs and activities is below:

Deliverable	Est. date
Comprehensive review report on the existing activities, research, and initiatives within the ARA, highlighting gaps and opportunities for GESI integration.	1 Oct – 15 Dec 2024
GESI integration strategy and action plan, including specific steps, targets, and timelines for implementation.	30 Jan 2024
Guidelines for the ARA Secretariat and other governing bodies on integrating GESI into adaptation research and practice in 2023 and beyond.	30 Jan 2024
Capacity building activities, such as workshops or webinars, conducted for the ARA Secretariat, Steering Board, and members. E.g., Monitoring and evaluation frameworks or tools for capturing gender and social impacts of adaptation interventions.	Feb – 20 March 2024

## BUDGET

GBP 30,000.00

## APPLICATION

To apply, please email the CV/s of all relevant individuals, as well as a suggested approach for undertaking this work, no later than **8 September 2023** to [secretariat@adaptationresearchalliance.org](mailto:secretariat@adaptationresearchalliance.org)

## ELIGIBILITY

- **Education:** A relevant advanced degree, such as a master's or Ph.D., in fields such as gender studies, sociology, anthropology, development studies, international relations, or related areas. A bachelor's degree will be accepted if you have significant experience in the field.
- **Expertise and experience:** Demonstrated expertise and practical experience in GESI issues, preferably in an international development context. This can include working with government agencies, NGOs, or international organisations on projects related to GESI.
- **Project experience:** Strong track record of successfully implementing projects or programs related to gender and social inclusion. Experience integrating gender and social inclusion across an alliance will be beneficial.
- **Technical skills:** Proficiency in mainstreaming gender and social inclusion into log-frames and activities.
- **Cross-cultural competence:** Demonstrated ability to work effectively with diverse communities and cultures, as well as awareness of the diversity of local norms and customs related to gender and social inclusion dynamics in an international context.
- **Communication and advocacy:** Excellent verbal and written communication skills, as well as the ability to engage effectively with stakeholders at various levels, including researchers, civil society organisations, policy makers and funders.
- **Language proficiency:** Fluency in English. Additional languages will be beneficial, particularly French and Spanish.
- **Teamwork and collaboration:** Ability to work collaboratively as part of a team, in a multidisciplinary and multicultural setting.
- **Adaptability and innovation:** Demonstrated ability to adapt to changing circumstances and find innovative solutions to gender and social inclusion challenges.