

Gender Equality, Disability, and Social Inclusion (GEDSI) Advisor At The Asia Foundation

Terms of Reference

The Asia Foundation - Philippines

Coalitions for Change 3 Gender Equality, Disability, and Social Inclusion (GEDSI) Advisor

1. Background

Coalitions for Change (CfC) is an adaptive program managed through a partnership between The Asia Foundation and the Australian Embassy in the Philippines. Now in its third phase, CfC aims to contribute to creating a more stable, prosperous, and resilient Philippines. The program focuses on improving lives, expanding opportunities, and fostering growth in line with the strategic objectives of both the Philippine and Australian governments. These objectives include enhancing stability, bolstering economic growth, increasing institutional and community resilience, and ensuring inclusivity and sustainability. At the core of CfC's approach and effectiveness are the Philippine leaders in civil society, the private sector, and government, who are committed to pursuing innovative and transformative reforms.

1. Objectives

The Gender Equality, Disability, and Social Inclusion (GEDSI) Advisor will provide technical expertise to integrate gender equality, disability, and social inclusion priorities and considerations into CfC's program's policy reform and leadership development initiatives. The advisor will ensure that GEDSI principles are considered in the relevant activities, policies, outputs, and levels of implementation.

3. Scope of Work

The GEDSI Advisor will review and ensure the integration of gender, social inclusion, and sustainability as cross-cutting issues of the CfC Program. The GEDSI Advisor will support CfC and its implementing teams to identify GEDSI targets and monitor and capture GEDSI outcomes.

The GEDSI Advisor, under the supervision of the Program Leader, and working with the GEDSI coordinator of the Program Management Team, takes lead in developing/reviewing and improving GEDSI frameworks and systems to support program development, effective implementation, and achievement of results. The GEDSI Advisor shall also be responsible for reviewing relevant policies, guidelines, and frameworks from the Foundation or the Australian Government and consider towards improving CfC's own GEDSI strategy and implementation.

Internal

Daily interaction with the Program Management Team (PMT). Regular interaction with the Strategic Adviser, program teams and other TAF program staff. As needed, engagement with TAF Philippines senior management team and other relevant units.

External

Regular communication with program management counterparts from the Australian Embassy Manila Post. As needed, engagement with Post's GEDSI sector teams, CfC3 implementing partners, and other stakeholders. Attendance in conferences and external workshops as appropriate.

The GEDSI Advisor will be responsible for:

- Working with TAF PMT in facilitating meetings, consultations/discussions with different teams within the Foundation and the Australian Embassy towards improving the stance, profile, and contributions of CfC3 towards GEDSI.
- Developing tools, guidelines, and frameworks to align with the program's GEDSI strategy.
- Conducting an overall GEDSI analysis of the policy reform landscape, identifying gaps and opportunities for program consideration.
- Providing strategic advice on embedding GEDSI principles into policy reform and leadership development learning streams.
- Designing and delivering capacity-building sessions for project staff, partners, and stakeholders on GEDSI-related topics.
- Working with the implementing teams to better articulate their GEDSI targets and performance indicators, identify risks, and report on outputs and outcomes.
- In close collaboration with the program's MLE unit, provide guidance on identifying GEDSI indicators and ensuring MLE frameworks, systems, and tools incorporate GEDSI.
- Documenting best practices and lessons learned on GEDSI integration in policy reform efforts and leadership development.
- Review relevant policies, guidelines, and frameworks from the Foundation or the Australian Government and consider improving CfC's own GEDSI strategy and implementation.
- As needed, providing GEDSI-focused input on policy documents, position papers, and other project documents.

5. Qualifications and Experience

The advisor should have:

- Minimum of five (5) years of experience in implementing program GEDSI strategies and ensuring integration, preferably in policy reform and governance projects.
- Strong understanding of national and international GEDSI-relevant frameworks and policies.
- Excellent facilitation and capacity-building skills.
- Established network in the GEDSI or development sector and experience working with government institutions, civil society, and international development partners such as DFAT and USAID.
- Strong analytical, writing, and communication skills.

6. Duration and Level of Effort

The consultancy is expected to run for **ten (10) months** with up to **ninety (90) days** of engagement. The advisor will work remotely with periodic in-person meetings as required.

7. Reporting and Coordination

The advisor will report to the Project Leader and work closely with the PMT, project teams and relevant stakeholders.

How to apply

APPLICATION GUIDELINES: **Individual Applicants** must complete and send in their The Asia Foundation Application Form, Employee Biographical Data Form (<https://tinyurl.com/ApplicationReqsTAF>), and sample portfolio (optional).

Applicants may send in the requested documents to consultancyPH@asiafoundation.org before the set deadline.

To keep updated with project-based and consultancy-based career opportunities at The Asia Foundation, you may check out our regularly updated Job Bulletin here: <https://bit.ly/TAFPHJobBulletin>

The Asia Foundation is an equal opportunity employer and encourages all candidates, irrespective of gender, nationality, religious and ethnic backgrounds, including persons with disabilities, to apply.

The Asia Foundation has a zero-tolerance policy on sexual exploitation and abuse, sexual harassment, abuse of authority, fraud, bribery, bullying, corruption, and other forms of misrepresentation of the values of the organization.