

## **TERMS OF REFERENCE (TORS)**

The Gender and Youth Mainstreaming Officer will be responsible in managing the mainstreaming effort to promote gender equality and integration of youth in project implementation. The Officer will assist in providing analysis of political, social and economic trends and support the project in identifying and integrating workable activities that can contribute toward the mainstreaming of gender and youth in project activities across all components.

### **1. Scope of Work:**

The responsibilities of the Gender and Youth Mainstreaming Officer include but are not limited to the following:

- i. Provide technical inputs to develop a gender and youth mainstreaming strategy and periodically revisit/update the strategy based on the lessons learned in the process;
- ii. Engage with relevant line departments to review ongoing initiatives of gender and youth integration and assist in improving delivery where possible; Help the project learn from the experience to avoid what is not working and incorporate in project implementation what is working;
- iii. Examine ongoing activities and find opportunities to integrate gender and youth dimensions therein based on good practices in this domain;
- iv. Develops new, better or significantly different ideas, methods, solutions or initiatives for the project to mainstream gender and youth population in project implementation;
- v. Prepare briefs/updates on the development of gender and youth related issues in the province;
- vi. Use innovative but contextually appropriate ways to mobilize women and youth to effectively avail the opportunities offered under the project;
- vii. Provide assistance in data collection, compiling lessons learned, establishing indicators to support knowledge sharing;
- viii. Support in writing stories related to programme and project developments as they relate to gender equality issues.

### **2. Candidate's Qualification, Skills and Experience Required:**

Master Degree in Gender studies, Law, Political Sciences, Social Sciences or related field with at least 03 years of relevant experience at the national level in

the field of gender and youth related projects preferably in Khyber Pakhtunkhwa.

**3. Evaluation Criteria**

The number of points to be assigned shall be determined considering the following relevant percentage weights for further assessment:

1. Relevant Qualification	15%
2. Additional relevant higher qualification	5%
3. General Experience	5%
4. Specific Experience as per TOR of the assignment	50%
5. Required Relevant Certification/Diploma	5%
6. Interview	20%
Total weight:	100%

**4. Location and period of execution**

The Gender & Youth Mainstreaming Officer will be based in the coordination unit at the regional level. The services will be initially for a period of one (01) year however it will be extended on yearly basis until the project completion period based on satisfactory performance.

**5. Services and facilities to be provided by employer**

Office space and allied facilities

**6. Services and facilities to be provided by the employee**

As per the scope and TORs of the position.

**7. Remuneration**

PKR. 150,000.00 plus 5% annual increase. Entitlement for any enhancement of the similar position in the project.