

## Vacancy Announcement

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### Job Title: Gender Analyst

#### About ICCCAD:

The International Centre for Climate Change and Development (ICCCAD) is one of the leading research and capacity-building organizations working on climate change and development in Bangladesh. ICCCAD's aim is to develop a world-class institution that is closely related to local experience, knowledge and research in one of the countries that are most affected by climate change. It is our mission to gain and distribute knowledge on climate change and, specifically, adaptation and thereby helping people to adapt to climate change with a focus on the global south. By focusing on such work in Bangladesh, ICCCAD allows international participants to gain direct knowledge of the issues in a real-world context. Through the expertise of ICCCAD and its local partners, international organizations will be exposed to relevant and grounded knowledge that can be shared and transmitted around the world for the benefit of other LDCs, and their governments, donors and international NGOs.

#### Project Description:

In response to research and development activity gaps in Bangladesh, this project aims to research the development of processes required for locally-led learning and adaptation that (i) enable farming communities in the polders of coastal Bangladesh to systematically choose their agricultural adaptation choices and associated system level implications to respond to climate change challenges, considering the spatial variation and temporal dynamics, (ii) that can be institutionalized within farmer groups, securing financial and human social capital to be self-sustaining in the long term, and (iii) that can influence and are supported by multi-stakeholder learning and governance.

#### Job Description:

ICCCAD is seeking a dynamic and experienced individual for the position of Gender Analyst for the project: **“Participatory action Research on locally led iterative learning and inclusive business models for adaptive transformation in Bangladesh Polders (PARIBARTAN)”** supported by the Australian Centre for International Agricultural Research (ACIAR) Supported by the Australian Centre for International Agricultural Research (ACIAR) and co-funded by the Krishi Gobeshona Foundation (KGF). The selected candidate will be responsible for striving toward gender and social inclusion-specific outcomes in climate action, with the aim of being responsive or transformative

#### Importance of a Gender Analyst for PARIBARTAN

The climate change impacts on coastal communities in Bangladesh disproportionately affect women, particularly in the agriculture and fisheries sectors. Women face numerous challenges, including declining yields, limited access to resources, financial constraints, and cultural barriers that restrict their mobility and decision-making power. Moreover, women bear the brunt of household responsibilities, including accessing water, which exposes them to gender-based violence. Traditional gender roles further exacerbate their vulnerability.

A gender expert is essential to address these complex challenges effectively. They will provide expertise in understanding and mitigating gender disparities exacerbated by climate change. Their role involves conducting gender analyses, designing gender-sensitive interventions, and ensuring the inclusion of women's perspectives

at all project phases. By incorporating gender-responsive strategies, the expert will empower women economically, socially, and politically, ultimately fostering more resilient and equitable coastal communities.

### **Duties and Responsibilities:**

The Gender Expert is expected to perform the following tasks:

- Identifying and addressing how women and other disadvantaged groups have been involved in adaptation options in the past.
- Stakeholders mapping, identification and understanding of (1) gender and social inclusion gaps in the adoption of climate-resilient approaches (2) how social and gender norms and patriarchal systems contribute to access to services and decision making of marginalized groups and women, (3) power distribution in agricultural activities
- Designing gender-responsive learning approaches to involve women's participation and contribution.
- Developing gender-sensitive indicators to measure the impact of women and other groups.
- Ensuring gender-disaggregated data and gender analysis which will be conducted in gender-responsive research methods and techniques
- Regular field visits to assist community groups to critically assess adaptation opportunities and associated resources by incorporating a Gender Sensitive Value Chain Analysis (GSCVA) that provides insights into the roles of men, women, and other stakeholder groups in value chains, the constraints they face, and the opportunities that exist for optimizing benefits from the value chain development.
- Additional services related to his/her competencies and expertise, in line with the duties and responsibilities section, may be required as per the modalities of the project.

### **Competencies:**

- Master's degree in a relevant field, such as development studies, gender studies, social sciences, and environmental studies.  
OR  
Bachelor's degree in a relevant field, such as development studies, gender studies, social sciences, and environmental studies with one-year experience in the relevant field.
- Knowledge in dealing with gender policies and practices is desired. Experience in the Bangladesh context would be an added advantage.
- Genuine motivation and passion in the constant learning process to enhance knowledge and research
- Strong research and analytical skills
- Excellent writing skills in the compilation of high-level quality documents in the English language.
- Proficiency in English and Bangla both spoken and written.
- Ability to work independently and as part of a team, with a proactive and result-oriented approach.

**Contract duration:** Initial full time (40 hours/week) contract of 1 year, with the possibility of extension based on performance

**Salary:** Monthly gross salary and other benefits as per organization policy.

**Job Location:** Dhaka, with field visits around the country as per program requirements.

### **Application Process:**

Potential candidates meeting the above requirements are requested to fill the [form](https://docs.google.com/forms/d/e/1FAIpQLSfhAzzA7yetOgYhuqfXBhIMTDImQBMdatr47DecEIEJ0Tu_sw/view_form?usp=sharing) - [https://docs.google.com/forms/d/e/1FAIpQLSfhAzzA7yetOgYhuqfXBhIMTDImQBMdatr47DecEIEJ0Tu\\_sw/view\\_form?usp=sharing](https://docs.google.com/forms/d/e/1FAIpQLSfhAzzA7yetOgYhuqfXBhIMTDImQBMdatr47DecEIEJ0Tu_sw/view_form?usp=sharing) by **April 15, 2024**. Only the shortlisted candidates will be communicated.

The job application is only for Bangladesh citizens.

ICCCAD is an equal opportunity employer and encourages all qualified candidates to apply.