



Gender Advisor, Philippines

For over 50 years, The Manoff Group, Inc. (TMG), a woman-owned small business, has been an international leader in designing and assisting the implementation of social and behavior change programs. TMG also designs and helps to implement innovative and effective programs to promote gender equality. Rooted in social science, especially anthropology and sociology, TMG gender initiatives seek to understand both past and current gender relations in order to create programs to achieve gender equality in the present and future.

DESCRIPTION

The Manoff Group, Inc. is a partner in the Clean Cities, Blue Ocean (CCBO) Program, a five-year contract from the U.S. Agency for International Development Bureau of Economic Growth, Education, and Environment's Office of Land and Urban. CCBO is the Agency's flagship program to respond to the global crisis of marine plastic pollution. The program was awarded to Tetra Tech and its team in August, 2019. CCBO has four objectives: **Objective 1:** Promote reduce, reuse, recycle (3Rs) and strengthen local and regional markets for recycled plastics; **Objective 2:** Build social and behavior change (SBC) for 3Rs and sustainable solid waste management (SWM); **Objective 3:** Increase capacity and effective governance of SWM and recycling systems; and **Objective 4:** Support international fora, public-private partnerships, and multi-stakeholder alliances.

Gender is integrated into and transcends all objectives. Women play a particularly large role in solid waste management (SWM), especially at the lowest levels, as informal waste collectors and recyclable sellers and employees in junk shops, and women have SWM and 3R responsibilities in their homes. However, women are missing or highly under-represented in the higher levels of the SWM and 3R sector.

In August 2020, CCBO was awarded Women's Global Development and Prosperity Initiative (WGDP) special incentive funds to undertake an activity in the Philippines and Indonesia, Women in Waste's Economic Empowerment (WWEE). WWEE will create a new support and incubator network for women in Metro Manila's solid waste management (SWM) and recycling sectors to establish or grow their businesses. It will provide training, mentorship, and access to start-up capital to serve women entrepreneurs with financial needs beyond micro-finance but who have not qualified for larger commercial loans. WWEE will concentrate on women in the lowest rungs in the SWM value chain, as well as women seeking to start or expand upcycling businesses.

SUMMARY

The Gender Advisor (GA) will be resident or willing to relocate to the Metro Manila area. S/he will be responsible for start-up activities for WWEE until the Tetra Tech WWEE Manager is selected and onboarded. The GA will then serve as the Deputy Manager (part-time) for WWEE, and for the broader CCBO program will monitor the gender aspects of CCBO grants to organizations in the Philippines and Indonesia (as possible) and provide technical assistance in gender, as needed. S/he will be part of training CCBO grantees in gender and assist them in helping to transform gender roles and status to achieve gender equality.

The GA will be a Philippine national. S/he will have a strong background in women's economic empowerment, coaching, and training in the Philippines. S/he will have some previous experience in management and be familiar with both the private and NGO sectors in the Philippines. Ideally, the GA will have some previous knowledge or experience with SWM and/or the 3Rs. Experience working in Indonesia is preferred. The GA will collaborate with USAID, CCBO staff, implementing partners and other stakeholders to ensure expert implementation of CCBO gender and WWEE activities. The GA will also provide leadership and quality assurance in gender to the portfolio of grant activities in the Philippines and Indonesia, which will contribute to USAID CCBO work plan goals and objectives. S/he will collaborate closely with the WWEE Manager and will take direction on WWEE activities from the Manager. The GA reports to the CCBO Regional Advisor for day-to-day supervision and to the Social and Behavior Change & Gender Director, based in the U.S., for technical supervision.

RESPONSIBILITIES

During the first 6-8 months--

- Liaise closely with the CCBO Social and Behavior Change & Gender Director, Regional Director, and CCBO Communications Director to begin start up activities for the CCBO Women in Waste's Economic Empowerment (WWEE) Activity
- Ensure that the Request for Applications (RFA) for an organization to help with WWEE training and administration is circulated through appropriate social media networks and appears accurately in local newspapers
- Assist the CCBO Communications Director to publicize WWEE in the Philippines
- Reach out to Waste picker (informal waste collector) associations in Metro Manila to tell them about WWEE opportunities for their members who are women
- Identify which junk shops in the Metro Manila area (CCBO will supply a list of junk shops) are owned by or employ women and contact these to tell them about WWEE opportunities
- Consult with CCBO staff to identify IT consultants who could establish and maintain a complex website to support a remote training platform, community of practice, notice board, etc.
- Become familiar with the issues of women working in the SWM sector
- Identify woman-owned upscaling businesses in the Metro Manila area
- Develop a module in gender-based violence and how to address it for the remote and in-person WWEE training

During the entire term of employment—

- Identify needs for capacity development in gender among CCBO grantees in the Philippines and Indonesia, as grants for Indonesia are awarded
- Develop coaching, monitoring and training plans for Philippine and Indonesian grantees to increase their capacity to promote gender equality
- Provide training, coaching and mentoring to Philippine and Indonesian grantees, as needed
- Participate in review of grant applications for the Philippines and Indonesia and elsewhere in Asia, as requested
- Represent CCBO in gender meetings in the Philippines
- Participate, as requested, in regional gender-based violence networks
- Track progress of WWEE training development and roll out, together with the WWEE Manager
- Review the training curricula for WWEE and ensure that gender inputs are accurate and appropriate for the Philippines
- Manage consultancies (e.g., for IT) as requested by the WWEE Manager
- Contribute to CCBO quarterly and annual reports and workplans

COMPETENCIES

- Understanding of competency levels in understanding and promoting gender awareness and gender equality and ability to design capacity development support and training to meet the recipients at their levels

- Ability to mentor and coach organizations in insuring programs promote gender equality and gender inclusion
- Knowledge of what is needed to promote women's economic empowerment in the Philippines
- Ability to develop gender equality and gender-based violence training
- Management skills
- Familiarity with monitoring, evaluation, and learning requirements for development projects
- Familiarity with the Philippine business community in at least one sector
- Demonstrated ability to work well in teams while being proactive as well
- Good oral and written communication skills in English and Tagalog/Filipino
- Timeliness in meeting deadlines

QUALIFICATIONS

- Must be Philippine national
- College degree in women's studies or gender; advanced degree in women's studies or gender preferred
- At least 5 years working in the Philippines in gender
- At least 6 months working in another country in the region preferred
- Experience developing gender training, including GBV training
- At least 1 year of experience working with NGOs
- Demonstrated management skills
- Knowledge of USAID policies and procedures preferred
- Knowledge of business practices and procedures preferred
- Knowledge of solid waste management sector a plus

Applications are due no later than 25 September 2020. To apply, please send your cover letter and CV to manoffgroup@manoffgroup.com with 'Gender Advisor, Philippines' in the subject line.

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