



**GOVERNMENT OF GRENADA**  
**Ministry of Finance, Planning, Economy, Energy & Cooperatives**

**VACANCY**

**GENDER EQUITY AND YOUTH SPECIALIST (GEYS)**  
**MAREP, Sauteurs, St. Patrick's, Grenada**

Through financing agreements reached in 2010 between the Government of Grenada (GOG), the International Fund for Agricultural Development of the United Nations (IFAD) and the Caribbean Development Bank (CDB), the Market Access and Rural Enterprise Development Programme (MAREP) is currently underway.

The goal of MAREP is to contribute to the reduction of rural poverty and vulnerability of rural young unemployed or self-employed men and women in 50 rural communities in Grenada, Carriacou and Petite Martinique, over the next six (6) years.

Applications are now invited from suitably qualified persons to fill the position of **GENDER EQUITY AND YOUTH SPECIALIST (GEYS)**, with duty station in Sauteur's, St. Patrick's, Grenada.

**Main objective of the post:**

The main objective of the post is to ensure that especially youth and female headed households will be targeted, and that the Programme's affirmative actions towards youth and equity will be implemented.

**Main Responsibilities / Specific Scope of Services**

The Gender Equity and Youth Specialist (GEYS) will be responsible for the following activities:

- (a) Help rural organisations develop a gender equity baseline and identify affirmative actions toward equity and the participation of youth;
- (b) Assist beneficiaries and their organizations in preparing proposals for the Social window of the Rural Investment Fund in general and in particular those proposals that contribute to facilitating the participation of single mothers in skills training programmes and business development opportunities provided by the Programme;

- (c) Train CYOs in the use and facilitation at the level of rural organisations of the “Empowerment indicators”, the “Closing the Gap Methodology”, and other participatory tools that help these organisation in identifying their strengths and weaknesses, their specific training needs, the degree of gender equity as well as the affirmative actions needed in favour of achieving equitable inclusion of the more vulnerable and disadvantaged groups;
- (d) Develop and implement the Youth Motivational Programme, or a specific gender context in its design;
- (e) Design additional strategies to involve youth in Programme activities and /or Rural Organizations;
- (f) Ensure that in the development of the training programmes on business / entrepreneurship, sessions are included on gender equity, and the involvement of youth;
- (g) Collaborate with the Coordinator of the Enterprise Development and Market Access Component on how equity issues can be strengthened in their activities;
- (h) Ensure gender equity is included and cross cutting in the Programme Monitoring and Evaluation as well as in the Annual planning;
- (i) Supervise and monitor the incorporation of the gender equity approach in a cross-cutting manner in all Programme activities;
- (j) Advise the Programme Manager in all aspects related to gender equity and the participation of youth (male and female);
- (k) Provide support to the Coordinators of the Programme components in designing mechanisms that facilitate an equal participation of youth, and male and female beneficiaries.

**Requirements:**

Qualification:

- A University Degree in the Social Sciences / Behavioural Sciences with specialization or compulsory training and experience in Gender, Youth and Development.
- Candidates must possess understanding and experience with gender equity issues specific to the Caribbean, and youth relations specific to Grenada; and must possess knowledge of social assessment, gender equity and empowerment tools.

Experience:

- Candidates must possess at least 5 years of hands-on experience with development of rural organizations, working with rural youth, participatory methodologies and gender analysis. A successful work experience in previous or similar projects is an asset.

Skills:

- Possess basic computer skills and experience such as use of Microsoft Office suite (Word, Excel, PowerPoint, Publisher, Access...)
- Project Management skills
- Presentation and facilitation skills

**Personal Qualities / Attributes:**

- Good interpersonal / social and communication capabilities (including excellent verbal and written communication skills)
- Conflict resolution / problem solving / negotiation skills, attitude and approach
- Willing and prepared to work outside of the formal working hours and days

**Accountability**

The Gender and Youth Specialist will report to the Programme Manager, and will work in close collaboration with staff of both Programme components.

**Duration:** 3 years. The Gender Equity and Youth Specialist will be contracted on a year by year basis or over two eighteen month contracts as the case may be, over the three year duration of the position, subject to performance.

**Salary:**

The Salary is commensurate with qualifications and experience.

Interested persons should submit **two letters** of application and resume by Monday August 29, 2011, with the envelope specifically marked “**Application – Gender Equity and Youth Specialist**” (with one letter each to be sent to):

**Programme Manager  
MAREP  
P.O. Box 2972  
Programme Management Unit  
GIDC Business Complex  
Sauteur’s Bus Terminus  
St. Patrick’s  
Grenada**

**Chairman  
MAREP Programme Steering Committee  
Ministry of Finance  
Financial Complex  
Carenage  
St. George’s  
Grenada**

Applications may also be submitted electronically to: [marepgd@gmail.com](mailto:marepgd@gmail.com) (to MAREP) and [financegrenada@gmail.com](mailto:financegrenada@gmail.com) (Ministry of Finance) (one copy of the application each). The subject line of the email should read: **Application – Gender Equity and Youth Specialist, MAREP**

**Only shortlisted candidates will be contacted!**