



[WorldFish](#) is an exciting, dynamic research institute focused on reducing poverty and increasing food and nutrition security through fisheries and aquaculture. Our global team of 353 scientists and staff in 8 countries across Asia, Africa and the Pacific are proud of our achievements in reaching the many millions of people whose lives and livelihoods depend on fish.

Worldfish is currently leading the implementation of [CGIAR Research Program Aquatic Agricultural Systems \(AAS\)](#) which aims to improve the livelihoods of those people left behind by the Green Revolution. Through an innovative, community-centered, participatory action research approach the AAS Program aspires to think differently about how agricultural research is undertaken and to be open about sharing the knowledge and learnings it gains.

The AAS Program is building its community-based research capacity and is looking for a dynamic, energetic team player for the following role:

POST DOCTORAL GENDER SPECIALIST (2 positions to be based in Asia and/or Africa respectively)

Key Responsibilities

- Carry out research to identify, understand and foster the mechanisms by which gender transformational research in AAS can be effective
- Assist in the design, implementation and reporting of WorldFish's investment in gender, including issues related to gender equality, empowerment, targeting, and social inclusion
- Strengthening the capacity of WorldFish and its partners to mainstream gender in our work
- Facilitate the exchange of knowledge on, and out scaling of, good practice approaches in the areas of gender equality, empowerment and social inclusion, and pro-poor targeting
- Use excellent qualitative or quantitative analysis skills to monitor and analyze the gender mainstreaming processes during program design and implementation
- Research publications and other communications

Skill Requirements

- Familiarity with different stages of the project/program cycle (design, implementation, supervisions, monitoring and evaluation)
- Strong capabilities in qualitative and/or quantitative analysis and problem solving skills
- Strong academic publications record
- Ability to travel extensively
- Demonstrated quality of judgment and the ability to think strategically, assessing and responding to new challenges in rural development
- Strong interpersonal skills and the ability to lead and work in teams as well as develop a close and effective working relationship with research and development partners
- Excellent written and verbal communication skills in English, and the ability to present coherent and convincing strategic analysis to diverse sets of audiences
- Excellent working knowledge of Microsoft packages and electronic communication
- Ability to raise funds for research

Essential Qualifications and Experience

- A **completed** PhD university degree in Sociology, Social Anthropology, Gender in Development, Rural Development Studies, Economics, Human Geography, or related fields
- Several years of relevant experience in rural development in developing countries, especially in the South Asia/Asia-Pacific and Africa regions
- Experienced in carrying out research on gender and development
- Experienced in guiding surveys to collect and analyze primary data

WorldFish offers a competitive remuneration package, a non-discriminatory policy and provides an innovative work environment. Interested applicants are invited to submit the following latest by **24 November 2012**:

- i) a letter of application including a 300 word (max) description of why you are an ideal candidate and what you would bring to the role.
- ii) a current curriculum vitae
- iii) names and contacts (telephone, fax, and e-mail addresses) of three professional referees who are familiar with your qualifications and work experience

For those applicants who wish to apply via email, you are required to submit your application (with indication on the subject line "**APP181012c: Post Doctoral Gender Specialist/<Candidate Name>**", to the People and Organization Development Unit directly at worldfish-hr@cgiar.org and specify where you saw the job announcement.

This is a **global** position based at the WorldFish office in **one of the program countries**. Only short-listed candidates will be notified.

WorldFish is committed to be an Equal Employment Opportunity employer and strives for staff diversity in gender and nationality.