



[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:

SENIOR GENDER SPECIALIST (Penang, Malaysia)

Key Responsibilities

- Provide leadership to the strategy design, facilitation and reporting of innovative gender-related capacity building activities of the WorldFish, particularly the AAS program in line with the program's gender transformative approaches
- Participate in designing, implementing, monitoring and evaluation of programs that promote gender equality, social inclusion, pro-poor, and local communities' empowerment.
- Facilitate and undertake provision of training and effective capacity building at all levels
- Liaising effectively with development partners in order to maximize potential synergies and internalize effectively lessons learnt from past programmes/experiences
- Facilitate, internally and externally, cross-regional exchange of knowledge, and documentation of tested approaches with potential for up-scaling in the areas of capacity building and institutional change related to gender integration
- Lead and participate in fund raising activities to support the center's participation in the consortium research programs
- Develop partnerships for purposes of joint advocacy and knowledge generation and sharing, and represent WorldFish at international fora in her/his professional area/domain

Skill Requirements

- Experienced in designing and delivering complex capacity development strategies
- Experienced in conducting monitoring and evaluation of capacity interventions projects
- Strong successful partnership track record with government agencies and private organizations engaged in rural development
- Proven leadership, interpersonal and cross-cultural skills, and ability to build and motivate diverse teams
- Strong coordination and facilitation skills
- Ability to communicate effectively in both oral and written communication

Essential Qualifications and Experience

- **PhD** in Sociology, Social Anthropology, Gender in Development, Rural Development Studies, Education, Economics, Human Geography, or related fields
- 5 - 10 years of relevant experience in gender in rural development in developing countries
- Demonstrated experience in fund raising

- Specialized training in an area such as adult education will be an asset
- An established international publication record related to the position
- Familiarity with different stages of the project/program cycle (design, implementation, supervisions, monitoring and evaluation)
- Knowledge of current issues in gender in agricultural and rural development.

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 "**APP181012d: 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.