



Senior Scientist, Gender and Social Inclusion Specialist (Ref: DDG-R4D/SS/GSIS/03/23)

Background: The International Institute of Tropical Agriculture (IITA) invites applications for the internationally recruited position of **Senior Scientist, Gender and Social Inclusion Specialist**.

The International Institute of Tropical Agriculture (IITA) is a not-for-profit institution that generates agricultural innovations to meet Africa's most pressing challenges of hunger, malnutrition, poverty, and natural resource degradation. Working with various partners across sub-Saharan Africa, we improve livelihoods, enhance food and nutrition security, increase employment, and preserve natural resource integrity. IITA is a member of CGIAR, a global agriculture research partnership for a food-secure future. Please visit <http://www.iita.org/> for more information on IITA.

IITA seeks to recruit a Senior Gender and Social Inclusion Specialist to provide strategic leadership, develop capacities, and undertake gender strategic and integrated research in various programs at IITA and within the One CGIAR. The successful candidate will work in collaboration with other social scientists, agronomists, crop breeders, soil scientists, and integrated pest management scientists. The successful candidate will be a member of the IITA Southern Africa Hub and Social Science and Agribusiness unit. They will report to the Director of the Southern Africa Hub and Director for Social Science and Agribusiness.

Position Responsibilities

- Provide strategic leadership to the gender-integrated and strategic research activities at IITA, with special emphasis on the One CGIAR Initiative [Sustainable Intensification – Mixed Farming Systems \(SI-MFS\)](#) currently operating in six focal countries.
- Participate and assist in the identification and development of gender innovative approaches, qualitative, quantitative, and mixed methods for designing gender and social inclusion interventions, data collection, improving the gender M&E indicators, and reporting on gender-related outputs and outcomes.
- Contribute to gender-based partnership building.
- Conduct gender transformative research, using an intersectional lens, on norms and power relations that restrict women and marginalized groups from participating in and benefiting from agricultural research and development.
- Work with IITA colleagues to develop strategies for gender and social inclusion, including for youth and marginalized groups in research activities and all proposals and projects developed at IITA or where IITA is involved.
- Strengthen collaboration and synergy with the CGIAR GENDER Platform and represent IITA in this forum and all gender-related matters as a Gender Research Coordinator.
- Help recruit and supervise early career gender researchers and/or consultants to deliver on the gender research in specific projects and/or One CGIAR Initiatives that have budgeted for such work.
- Recruit and provide supervision to graduate students involved in gender-related research.
- Coordinate and expand the Gender Science Network at IITA as a community of practice.
- Be a resource person in gender, diversity, and inclusion (GDI) awareness training for IITA staff.
- Work with communications staff to ensure gender sensitivity in communications and reference to the latest gender approaches in research and development.

- Contribute to resource mobilization through the development of gender and youth-focused Concept Notes and Proposals.
- Publish scientific outputs in peer-reviewed IF journals and others (e.g., books or book chapters, social media, IITA newsletters, technical reports).
- Perform any other job-related duties as may be assigned by the supervisor.

Educational qualifications:

- The candidate should possess a Ph.D. in Social Sciences, Sociology, Anthropology, Development Studies, Gender Studies, or other relevant fields from a highly recognized university.

Specific experience required:

- At least 5 years of experience in coordinating and leading gender research teams in agriculture, preferably in sub-Saharan Africa.
- In-depth understanding of intersectional gender theory and gender transformative approaches.
- Excellent knowledge of qualitative and quantitative research strategies including data collection, processing, and analysis.
- Demonstrated experience in publishing in scientific and non-scientific outlets.
- Ability to lead cross-cutting activities and team organization.
- Excellent time management and organizational skills.
- Ability to work in a multi-disciplinary, multi-cultural team.
- Results driven.
- Excellent communication skills and proficiency in English.
- Good knowledge of the sub-Saharan Africa region.

Duty station:

- Lilongwe, Malawi

General information: The contract will be for an initial period of three years. IITA offers an internationally competitive remuneration package paid in US Dollars.

Applications: Applications must include covering letter, which should address how the candidate's background/experience relates to the specific duties of the position applied for, curriculum vitae, names and addresses of three professional referees (which **must** include either the Head of the applicant's current or previous organization or applicant's direct Supervisor/Superior at his/her present or former place of work). The application should be addressed to the Head of Human Resources Service. Please complete our online application form using this link: <http://www.iita.org/careers>

Closing Date: 16th April 2023

IITA is an equal opportunity employer and particularly welcomes applications from women candidates.

Please note that only shortlisted candidates will be contacted.