



Ministry of Tourism and Environment
Republic of Maldives

Date: 24 April 2025

Announcement Reference No: (IUL)88-ADHR/88/2025/163

Terms of Reference

Project: Enhancing Climate Resilience and Food Security

Position: Gender Expert

Type of Contract: Individual

Thematic Area: Climate Adaptation

1. Project Background

The Maldives is highly susceptible to climate change impacts, including sea-level rise, extreme weather events, and disruptions to food security. To address these challenges, the **Enhancing Climate Resilience and Food Security Project** aims to strengthen the country's adaptation capacity by focusing on the interlinkages between human settlements and agri-food systems. Key components of the project include:

1. **Development of Climate and Early Warning Systems:** Enhancing the Maldives Meteorological Service's (MMS) capacity through the installation of weather surveillance radar systems and the establishment of a national climate database management system.
2. **Flood Reduction and Coastal Protection Investments in Kulhudhuffushi:** Implementing infrastructure improvements to mitigate flood risks in the island of Kulhudhuffushi.
3. **Promotion of Urban Farming:** Establishing urban farming training facility in Hanimaadhoo and supporting its training and advisory functions for farmers and agribusiness companies to disseminate sustainable and climate smart farming practices, support agribusiness development, and increase local food supply.
4. **Matching Grants for Agribusiness Development:** Providing financial support to promote urban farming and the development of adaptation businesses and services.
5. **Capacity Building and Institutional Strengthening:** Enhancing the capabilities of government agencies, civil society organizations, and local communities in climate resilience and food security practices.

2. Key Responsibilities:

- a. Lead the GAP implementation and monitoring, as well as reporting of results, including updates on the contract packages attached.

- b. Develop a work plan for effective GAP implementation, monitoring and reporting. Modify the workplan, as needed or upon guidance from PMU and ADB project team.
- c. Develop gender responsive and inclusive training modules based on GAP identified activities and intentions. Also, schedule and facilitate the trainings including the training assessment surveys to determine the knowledge or skills of target participants pre/post-training.
- d. Ensure close coordination with PMU, ADB, project experts, on GAP related activities and targets and reporting on issues at implementation.
- e. Lead mobilization of women, women development committees, youth groups, to implement GAP activities. Support other experts in community mobilization for the awareness raising activities, trainings, and other project activities. Ensure that women and girls have good representation in key project activities.
- f. Report to PMU and ADB issues or challenges at GAP implementation. Act on remedial actions to address issues or challenges identified; and seek guidance from PMU or ADB, as appropriate. Timely update PMU and ADB on progress of actions taken.
- g. Identify and establish appropriate systems and processes to promote gender and inclusion and capture relevant data and information for learning and potential scale-up or replication.
- h. Ensure regular monitoring of GAP identified targets and collection of sex disaggregated information and gender analytical evidence.
- i. Confirm that accurate data is collected and documented. Also, prepare the GAP reports to be submitted—in prescribed forms—to ADB for assessment, at every project progress review.
- j. Incorporate comments and feedback from ADB in GAP reports, as required.
- k. Support the Financial Management Specialist to include gender responsive budgeted activities in the annual project workplan.
- l. At implementation, determine if there are social inclusion issues which are within the project scope to address. Report to PMU and ADB and seek guidance on addressing these issues.
- m. Assess capacity of the implementing agency in GAP implementation and monitoring and determine areas for improvement. Integrate assessment in reports to be submitted to PMU and ADB.
- n. Document good practices or strategies, lessons learned and areas for improvement related to the project GAP and overall gender mainstreaming in the project cycle.
- o. Other relevant tasks assigned by the Project Director.

4. Qualifications and Experience:

- a. A degree in gender and development, sociology, anthropology, or related fields with short gender courses. Master's degree in gender and social development is an advantage.
- b. Preferably 5 years' experience in gender mainstreaming in internationally funded and/or government-managed development.
- c. Excellent written and verbal communication skills in English.
- d. Experience in externally funded projects is an advantage.

5. Duration of the Assignment

- The Gender Expert will be hired for a period of 3 years with the possibility of extension based on performance appraisal.

6. Remuneration

Successful candidate will be paid a monthly remuneration within the range of MVR 22,000 to MVR 25,300 depending on the qualifications and experience

7. Selection Criteria

The Gender Expert will be selected based on the following criteria. Only the candidates who meet the minimum qualification listed under section 3 will be selected for the interview.

Criteria	Weightage (%)	Documents Evaluated
Achieved minimum academic qualification	30	<i>Copies of MQA Accredited Certificate</i>
Achieved minimum work experience	20	<i>Letters of experience</i>
Demonstrable project/programme management experience in at least one project/programme	10	<i>Letters of experience</i>
Experience in working with ministries or national institutions that are concerned in a related field of environment or management (2 points for each year)	10	<i>Letters of experience</i>
Interview	30	<i>In-person Interview</i>

8. Application

The applicants shall submit their applications along with the following documents:

- Letter of Expression Of Interest (EOI)
- Detailed Curriculum Vitae
- Copies of MQA Accredited certificates
- Letters of work experience
- Letter of no objection (for civil servants)
- Copy of National ID card
- Any other document that may support the application

9. Submission

Interested candidates may email their proposals on or before 1200hrs of **11 May 2025** to the following address.

Human Resource Department

jobs@environment.gov.mv

Ministry of Tourism and Environment

Male', 20096, Republic of Maldives