**Gender Equality, Disability and Social Inclusion (GEDSI) Specialist**

**Soukhouma District, Champasak Province**

**World Vision is a global community of millions, working together for one purpose: to change the lives of vulnerable children.**

***Our vision for every child, life in all its fullness.***

**Are you a motivated professional who wants to make a difference in Lao PDR?**

World Vision International Lao PDR is looking for The **Gender Equality, Disability and Social Inclusion (GEDSI) Specialist** will lead the project’s strategy and linked activities to advance Gender Equality, Disability and Social Inclusion (GEDSI) and Women Economic Empowerment (WEE) outcomes across the project cycle. The Specialist will be focused on field support: building GEDSI/WEE capacity of team members in the context of value chain development (VCD)/ market systems development (MSD) programming and gender transformative programs; supporting gender mainstreaming in project activities; leading targeted approaches and strategies to promote GEDSI, especially WEE, outcomes.

The role would also provide technical backstopping as issues arise; promoting the adoption of WEE/GEDSI in quality assurance and M&E activities; and other tasks as needed for greater GE/WEE responsiveness in VCD/MSD programming. Liaison with other technical staff within the project and Field Office – as well as alignment of methodologies – will be critical. A competitive candidate for this position will have significant background and expertise in GE/WEE and VCD, MSD, financial inclusion, and gender-transformative approaches in Soukouma District, Champasak Province.

**Major Responsibilities:**

**Project Design**

* Be familiar with World Vision’s WEE and Livelihoods Sector Frameworks, GE/WEE indicators and M&E approach and PQAS for GE/WEE. Also understand how these are applied to inclusive Market Systems Development (iMSD) throughout the design, implementation and monitoring and evaluation phases of the project life cycle.
* Provide technical support throughout the design process, including the design of assessment methodologies, adaptation of existing or development of new tools, oversight of data collection, analysis, and preparation of a report on findings. This will apply to gender-responsive market assessments and any additional gender and social inclusion (GESI) assessments.

Based on the assessment phase, develop the GEDSI & WEE strategy and associated work plan, including mainstreamed/targeted activities and approach to ‘do no harm’. Contribute to refining the Theory of Change, reviewing M&E plans and the selection of implementation approaches.

**Project Implementation**

* Serve as a focal point for the GEDSI/WEE strategy implementation in targeted projects.
* Be aware of all aspects of GEDSI/WEE implementation, including approaches, challenges, risks and opportunities.
* Engage with project partners as appropriate to promote inclusion of GEDSI/WEE.
* Provide technical assistance and support to field team members, including problem solving and advice as issues arise to ensure adaptive management.
* Conduct or support the team to conduct responsive fact finding through FGDs and other tools to better understand challenges and opportunities that emerge; and provide recommendations to project management about necessary changes.

**Stakeholder Engagement**

* Manage and/or support key partnerships linked to GEDSI and WEE strategy and implementation activities the GEDSI/ WEE strategy and activities, including private sector, government, women-led organizations, OPDS etc.
* Develop a communication strategy and key messaging relevant to the different partnership stakeholder groups.
* Engage with colleagues across the wider World Vision Field Office, national stakeholders, and World Vision International to share learnings and experiences in achieving GEDSI and WEE outcomes in the project.

**Monitoring, Evaluation, and Learning (MEL)**

* Work with the MEL team to ensure the appropriate monitoring of activities, identifying ideas of concern based on gender-disaggregated data and ensuring appropriate programming responses.
* Support field MEL team in the collection of data, analysis and reporting of GEDSI/WEE outcomes within the project to the donor and World Vision Field Office.

**Staff Capacity Building**

* Provide training for the project team on GEDSI/WEE to promote skills development (assessment, approaches, private sector engagement and more) and the successful implementation of key strategies and activities in this area.
* Be aware of staff capacity and training needs.
* Where necessary, recommend external learning opportunities.

**Required Education, Professional Experience**

* A Master’s degree in a relevant discipline (international development, business administration, social sciences, women studies or another similar discipline).
* Demonstrate strong technical skills in achieving WEE or GESI outcomes in VCD/MSD/financial inclusion and gender-transformative programming.
* Have a minimum of 3-5 years of work experience in implementing or advising on GE/WEE initiatives in VCD/ MSD and gender-transformative programming.
* Exhibit strong skills in stakeholder engagement, including with the private sector.
* Exhibit good skills in gender-transformative/social behavior change (SBC) programs that seek to transform gender relations and social norms; and
* Have completed an undergraduate degree in a relevant discipline (international development, business administration, social sciences, women studies or another similar discipline).
* A minimum of 3-5 years of hands-on experience GEDSI, Women Empowerment, or related fields. This includes approaches, challenges, risks and opportunities.
* Strong relationship management skills with ability to influence
* Good strategic, analytical, problem-solving and systems thinking skills with capacity to see the big picture and ability to make sound judgment.
* Proactive, resourceful, and results-oriented; self-starter with ability to prioritize and identify tangible steps to implement new approaches.
* Excellent technical writing skills
* Experience working on grant projects funded by institutional donors.
* Knowledge of working in Non-government Organizations (NGOs) like World Vision
* Presentation, facilitation, training, mentoring, and coaching skill
* Proficient in MS Office packages (Excel, Word, PowerPoint), Web Conferencing Applications, information and budget management systems, knowledge-sharing networks.

**Travel and/or Work Environment**

As required by the project implementation.

In good physical condition to travel to districts and reach remote villages.

**Decision Making**

Decisions to be made according to the Level of Authority (LOA) in consultation with the immediate supervisor.

**Encouragement**

World Vision is committed to the principles of workplace diversity. Qualified women and people with disabilities are encouraged to apply.

World Vision offers a competitive salary and comprehensive benefits package. We offer a challenging work environment, opportunities to lead, and a commitment to growing your skills in a fulfilling and international working environment.

**Application**

Interested candidates are invited to submit a **COVER LETTER** and **CV** to the link below. Please indicate the **POSITION TITLE.** Deadline for application is **22 June 2025,** however applicants are **encouraged to apply early** as applications will be reviewed on an ongoing basis and the position will close early if a suitable candidate is found.

**Women are strongly encouraged to apply.**

**Please submit your application to this link:** [**https://worldvision.wd1.myworkdayjobs.com/en-US/WorldVisionInternational/details/Gender-Equality--Disability-and-Social-Inclusion--GEDSI--Specialist\_JR42880?locationCountry=db69cbe0446c11de98360015c5e6daf6**](https://worldvision.wd1.myworkdayjobs.com/en-US/WorldVisionInternational/details/Gender-Equality--Disability-and-Social-Inclusion--GEDSI--Specialist_JR42880?locationCountry=db69cbe0446c11de98360015c5e6daf6)

**Code of Conduct**

World Vision has zero tolerance of incidents of violence or abuse against children and other people in the communities we serve, either committed by our staff or others connected to our work. We abhor any misuse of power, status, or trusted position for any sexual or other exploitative purposes. All World Vision’s employees are required to adhered to and promote World Vision shared responsibility and obligation to report matters involving Sexual Exploitation & Abuse, Trafficking in Persons, Child Safeguarding and any suggested violation to our Code of Conduct which may involve Conflicts of Interest, Fraud, Corruption or Harassment.

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