

Position Description

[Strategic Gender Equality, Disability and Social Inclusion (GEDSI) Short Term Adviser (STA)]



Position Title	Strategic Gender Equality, Disability and Social Inclusion (GEDSI) Short Term Adviser (STA)
Project	Basic Education Quality and Access in Lao PDR (BEQUAL) Phase 2
Supervisor	Team Leader
Duration of Assignment	TBC
Location	Hybrid remote and in-country

Tetra Tech International Development

Tetra Tech has a 40-year history in successfully delivering international development projects on behalf of donors right around the world. Our people work side by side with local partners to support stability, economic growth and good governance, positively changing people's lives.

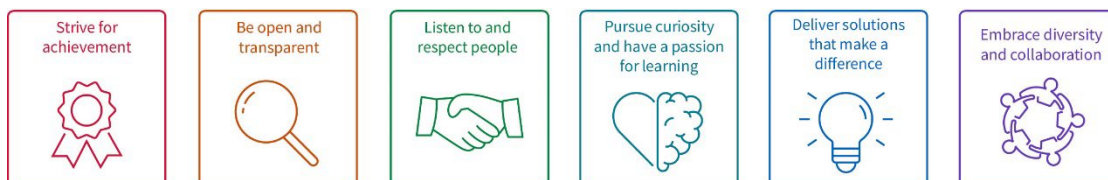
Tetra Tech International Development is part of global consulting firm Tetra Tech. The International Development team implements and manages projects designed to strengthen social and economic infrastructure and improve the lives of people in the Asia Pacific region.

Every Tetra Tech relationship is built on trust. Trust that is hard-earned through our proven expertise, our depth of global experience and our commitment to stay one step ahead. We create value throughout the project lifecycle and deliver vital international and local development projects for our clients. Our united group of specialists take enormous pride in collaborating with our project partners. By digging deeper. Thinking smarter. And seeing further. All so we can deliver the smartest solutions, every time.

We welcome applicants of all genders, disabilities, ages, ethnicities, and language group.

Our Values

We are a values-based organisation, and our values reflect who we are and what we stand for, and strengthen our engagement with colleagues, partners and clients through our shared values and behaviours.



Program Overview

Phase 2 of the Basic Education Quality and Access in Lao PDR (BEQUAL) Program builds on the successful 7-year partnership between the Government of Australia and Government of Lao PDR in Phase 1 with the goal that *“more primary school-aged children in Lao PDR, particularly those experiencing disadvantage, demonstrate increased engagement in learning and improved learning outcomes”*.

BEQUAL Phase 2 continues to directly support the education priorities of the Lao Government described in the Education and Sports Sector Development Plan and is aligned to the strategic directions set out in Australia's International Development Policy 2023, and the Australia – Laos Development Partnership Plan 2024-2029.

BEQUAL Phase 2 continues the substantial progress and builds on the achievements of the first phase, assisting the Ministry of Education and Sports (MoES) to complete a national roll-out of the curriculum for the full five grades of primary education. With curriculum introduced to schools, the program is increasingly focused on supporting policy and strengthening systems for teacher professional development and supporting ethnic students to learn Lao. By the end of Phase 2 the Program will have supported MoES to achieve improved teaching quality and increased student engagement and learning in 30 target districts, particularly those experiencing disadvantage.

Purpose and Objectives

The GEDSI STA will provide strategic and technical advice to strengthen BEQUAL's approach towards gender transformative programming in the primary education system. The GEDSI adviser should have specific experience and expertise in gender equality with an intersectional approach to support BEQUAL Phase 2 to put in place gender transformative programming.

The successful applicant will be a member of Tetra Tech International Development's GEDSI Community of Practice (CoP). CoPs are a vehicle to share learning from Tetra Tech's wider portfolio to drive program improvements and to develop CoP members' technical expertise and capacity through a dispersed network of technical practitioners in areas of literacy, numeracy, GEDSI, social inclusion, MEL, and climate change.

The GEDSI STA will report to the Team Leader and work closely with the GEDSI Manager, MEL Manager and Director, Teaching Quality to ensure the relevance and feasibility of their work in line with the Phase 2 program logic model.

Key Responsibilities

Key responsibilities include:

1. Provide strategic advice to the BEQUAL management team to ensure BEQUAL programming reflects the core principles and priorities of DFAT's new Gender Equality Strategy and Disability Equity and Rights Strategy.
2. In consultation with the BEQUAL team and Ministry of Education and Sports (MoES) colleagues, develop a GEDSI strategy for the Phase 2 extension period that includes explicit objectives and indicators (both qualitative and quantitative) for gender equality, disability inclusion, and social inclusion of non-Lao speaking groups within primary education.
3. Lead on the design and support the implementation of GEDSI-focused research and analysis activities in the Implementation Strategy 2026-28, including Learning Labs.
4. Design targeted studies, including data collection and analysis approaches, to unpack gender and social norms underpinning 'sticky' problems in the education sector, including child protection and school related gender-based violence.
5. Work closely with other program teams to mainstream GEDSI principles across all work streams.
6. Identify and leverage strategic opportunities within policy dialogue, partnerships and program activities to advance GEDSI outcomes.
7. Build the capacity of MoES' Division for the Advancement of Women (MDAW) to lead on gender responsive policy and planning in the education sector.
8. Support the GEDSI Manager to design and implement a Women in Leadership program for MoES' members of the Lao Women's Union.

9. Design training for MoES management and leadership on gender equality.
10. Support MDAW to develop guidelines and tools to assess gender equality in MoES workplaces at central and subnational levels and pilot the tools at central and subnational levels.
11. Provide expert input to develop high quality GEDSI-related content for teacher continuing professional development resources, learning labs, research and analysis activities and teaching and learning materials.
12. Develop specific sub-strategies for 1) BEQUAL's collaboration with OPDs and 2) BEQUAL's collaboration with MoES' Division for the Advancement of Women to clearly articulate the longer-term goal of these activities and how they will contribute to improving teaching quality and student learning outcomes.
13. Develop a capacity building plan for Teacher Training College GEDSI specialist teams and develop training resources to support implementation of the plan.
14. Provide inputs to the Program's communications team to strategically embed GEDSI themes and messages throughout all communications products.
15. Provide professional development support to the GEDSI Manager in line with their My Plan goals and professional development targets.
16. Liaise with Development Partners, NGOs, CSOs and OPDs working to strengthen GEDSI in the education sector and identify opportunities for collaboration and partnerships.
17. Develop learning briefs and policy papers on GEDSI topics to support the design of BEQUAL Phase 3.
18. Other duties as required by the Team Leader.

Selection Criteria

Qualifications

- Tertiary qualifications in Gender Studies, Social Inclusion, Disability Inclusion, International Development, or a related field are essential.
- Advanced degree in Gender Studies, Social Inclusion, Disability Inclusion, International Development or a related field is highly desirable.
- Minimum 8 years of experience in gender policy, disability policy or inclusive development.

Experience

- Experience of working in a GEDSI adviser role in the education sector is essential.
- Demonstrated experience in the development and implementation of Gender and Social Inclusion related policies and programs in Southeast Asia. Specific experience of working in Lao PDR is highly desirable.
- Demonstrated experience in supporting senior management to integrate gender and inclusion into their programs, activities and operations.
- Experience engaging local stakeholders, including CSOs, and other local and national government officials in gender and social inclusion initiatives.
- Experience designing and conducting gender and social inclusion analyses, as well as integrating and implementing findings into program designs and annual plans.
- Experience building capacity of staff and stakeholders on gender and inclusion.
- Sound knowledge and experience in costing and budgeting of various gender and inclusion activities.
- Experience in designing and implementing MEL processes to support gender and inclusion outcomes.
- Experience in working in the areas of eliminating violence against women, the promotion of women's leadership and empowerment.
- Experience in working in child protection and safeguarding and school-related gender-based violence.
- Experience in supporting inclusion for people with disabilities in a developing country context.
- Experience of working with DFAT is desirable

Knowledge and Skills

- A contemporary understanding of international best practice approaches to gender equality, disability and social inclusion, including social, political, and cultural gender norms and challenges.

- Ability to develop and deliver GEDSI training to diverse stakeholders in low capacity and low resource contexts.
- Demonstrated understanding of global aid effectiveness principles, cross-cutting development issues and their application.
- Strong organisational and time management skills including the ability to manage competing tasks in a timely manner.
- A sound understanding of development context and constraints in Lao PDR is highly desirable.
- Demonstrated understanding of aid effectiveness principles, cross-cutting development issues and their application.
- Sound knowledge of the Australian Government's Aid Program and DFAT's International Development Policy, "Gender Equality and Women's Empowerment Strategy" and the "Development for All Strategy for strengthening disability-inclusive development" in Australia's aid program and experience with programs funded by the Australian Government, and/or other international donors is essential.
- Excellent oral and written communication skills
- Strong computer skills using all Microsoft Office 365 applications.

Personal Attributes

- Proven interpersonal skills, including the ability to influence change and broker successful partnerships within and across organisations.
- Dedicated team player who seeks to build alliances and networks.
- Ability to think and work in a practical, flexible manner.
- Ability to make realistic judgements about how best to promote gender and inclusion in different contexts and organisational environments.
- Excellent verbal and written communication skills, including leading change in a cross-cultural working environment.
- Ability to work effectively with Government, civil society organisations, donors, and other high-level stakeholders.

Code of Conduct

In accordance with Tetra Tech's Code of Conduct and Client Service Standards, all staff are expected to display professional behaviour, communicate respectfully, and perform their duties responsibly.

Child Protection

Tetra Tech is committed to protecting the rights of children. We reserve the right to conduct police checks and other screening procedures to ensure a child-safe environment.

Gender Equality, Disability and Social Inclusion

Tetra Tech International Development does not discriminate on the basis of ethnicity, race, colour, religion, disability, sex, sexual orientation, gender identity or expression, national origin, veteran status, marital status, or any other identity. We strongly encourage applications from minoritized groups and promise to ensure our application process is accessible and inclusive.

Preventing Sexual Exploitation, Abuse and Harassment

Tetra Tech International Development is committed to respectful workplaces and does not tolerate sexual exploitation, abuse or harassment of any kind.

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A position description is not intended to limit the scope of a position but to highlight the key aspects of the position. The requirements of the position may be altered in order to meet the changing operational needs of Tetra Tech International Development.