

Coordinator of the Gender and Equity Unit

**External vacancy
Reference 12COUIG0322**

Division:	Research for Inclusive Green Development
Unit:	Gender and Equity
Immediate supervisor:	Research for Inclusive Green Development Director
Type of position:	International personnel
Duration:	2 years initially with extension subject to performance
Workplace:	CATIE

I. NATURE AND GENERAL OBJECTIVE OF THE WORK:

In recent decades, the States of Latin America and the Caribbean have assumed a series of international commitments that favor gender equity, including those related to women's rights; among them, the International Convention for the elimination of all forms of discrimination against women (CEDAW), the Inter-American Convention to prevent, punish and eradicate violence. Together, they have prioritized actions to overcome the barriers that prevent the full incorporation of women, youth and indigenous populations on equal terms in all areas of the countries' social, cultural and economic life. This interest has materialized through public policies, plans and projects, both at the national and local levels.

Despite these advances, marked gender inequalities and social and economic inequity still exist, especially in rural areas of the region. In rural areas of developing countries, women make up about 43% of the agricultural labor force and perform multiple roles, including cash crop production and self-consumption, animal care, food processing and preparation, trading and marketing of agricultural products. Therefore, they are in a very good position to ensure food for their families and contribute to the economic development of these areas. However, recent studies carried out in Honduras and Guatemala found that more than 50% of rural women lack access and decision-making power regarding access to credit, and little or no control over assets, two examples of how women continue to be excluded.



CATIE is an international organization focused on postgraduate education, research and regional technical cooperation. Its institutional work impacts the region through research and innovation with local partners and grassroots organizations that make up the institutional work platform in its intervention territories. The promotion of gender equity and equality, the reduction of poverty and the sustainable use of natural resources are part of the approaches that CATIE has decided to apply. For CATIE, the work for equity includes actions that favor people's access to equal opportunities, rights, alternatives, responsibilities and the development of their capacities. The goal is that men and women of all ages, ethnicities and social sectors can enjoy and benefit from these opportunities, rights and responsibilities. Therefore, CATIE seeks that the actions promoted in all institutional spheres contribute to reducing existing inequities, taking groups of women, youth and indigenous peoples as a key element in development processes and the fight against poverty. The establishment of the gender policy in the institution in 1996 is a sign of its political will to advance in the incorporation of this issue. The policy focuses on the implementation of the gender approach within the institution and in its external relations. In it, CATIE recognizes its responsibility as a regional center by assuming leadership in this area in higher education, research and technical cooperation.

II. OBJECTIVE



Lead research and the mainstreaming of the gender approach in research, education and external projection actions, to ensure the Inclusive Green Development of CATIE and that the processes contribute to the economic empowerment of women, youth and vulnerable populations and the generation of relationships of more equal power.

III. MAIN TASKS



1. Lead and coordinate the "Gender and Equity Unit" developing research actions, ensuring the mainstreaming of gender and equity approaches in CATIE's work, including the other research units, the graduate school and the National Offices (ON).
2. Lead, in coordination with the unit team, the director of DIDVI and the other units, the establishment of lines of research on gender and inclusion.
3. Support the Director of DIDVI in her responsibilities, particularly in terms of integration between programs, links with the Projection and Development Directorate and the NOs and the development and implementation of intersectoral programs and in the development of an agenda of CATIE research, among others.
4. Provide technical and programmatic support services to CATIE to strengthen the institution's response in relation to addressing national priorities related to equity, gender and the empowerment of women, as well as to support the Governments of the region in the incorporation of the gender perspective in policies, projects and programs, especially those related to the rural sector.
5. Collaborate with the graduate school in tasks such as revising curricula to incorporate gender and inclusion issues in higher education and training programs.
6. Ensure the correct supervision of the unit. Managing the annual planning cycle of the Unit (including the budget).
7. Monitor and report on the performance results of the Unit to the Green and Inclusive Research and Development Division and other dependencies of the institution, as necessary.
8. Encourage the professional development of the personnel under their charge, supporting them in training activities, participation in congresses, courses and others, specific to the area of performance, to strengthen CATIE's human capital.
9. Provide technical support for the design and implementation of projects/programs carried out by CATIE, to guarantee that they contribute effectively to gender equality and the empowerment of women. Suggest gender equity indicators and its forms of monitoring in programs, projects and in CATIE's strategic plan.





10. Design and facilitate training activities for CATIE teams and their partners to strengthen their capacities in gender equity and women's empowerment.
11. Together with the different units, review methodologies and tools and/or approaches available in the DIDVI to facilitate the mainstreaming of the gender and equity approach, propose and develop new tools as required.
12. Lead and support the updating and application of CATIE's gender strategy.
13. Establish alliances with key institutions at the global, regional and national levels to implement research actions
14. Propose and support knowledge exchange activities and the creation of strategic alliances that help strengthen CATIE's work on gender and equity.
15. Support the improvement and maintenance of the organizational climate, to contribute to the satisfaction of the human capital that works for CATIE.
16. Participate in the implementation of CATIE's Strategic Plan, with the purpose of achieving the proposed objectives.
17. Carry out other tasks related to the position that may arise during the performance of their duties.

IV. GENERAL REQUIREMENTS

Academic level:

- Ph.D. in gender, sociology, political science, or other related fields; or master's degree in gender, sociology, political science or other related fields
- Desirable specialized gender studies.



Experiencia:

- Experience with 10 years of demonstrable experience in research and/or development projects with a gender and equity approach.
- Professional experience of at least 5 years in gender and equity projects applied in the fields of sustainable development, agriculture, and/or nature conservation.
- Minimum 5 years of proven experience in the formulation/management/evaluation of international cooperation projects, state entities, private companies, other sectors of interest.
- Proven experience in planning and facilitating educational activities (face-to-face and virtual) to different target audiences.
- Work experience with various actors and partners related to equity, gender and women's empowerment issues, including UN agencies, governments and civil society organizations, academic and research institutions.





Personal Characteristics:

- Ability to manage information
- Analytical capacity
- Initiative
- Focus on continuous improvement
- Experience working with multidisciplinary teams
- Results-based: continuously direct performance towards the achievement of goals and results.
- Planning and Organization
- Teamwork
- Focus on customer satisfaction
- Commitment to CATIE's mission and mandate
- Multiple task management
- Good oral and written communication
- Oral and written communication skills, ability to articulate ideas clearly and precisely. Excellent oral and written expression in English.
- Ability to work under pressure.

Located in Costa Rica, CATIE combines science, postgraduate education and technical cooperation. Its campus is in a natural area rich in biodiversity, where tranquility and security allow a high quality of life. Innovation, excellence, service, integration and appreciation for diversity are within the institution's own values, where professional growth, international projection and multicultural exchange are favored.

For more information go to: www.catie.ac.cr. Interested persons should send an application letter (at their personal discretion), curriculum summary and salary claim (indispensable) Email: vacante@catie.ac.cr

Deadline: 17 April 2022

CATIE does not discriminate based on gender, ethnicity, age, religious beliefs or political preferences.