

Women2women mentoring program

Terms of Reference (ToR) for the recruitment of a gender expert

General information

Title	Gender expert
Services/Work Description	To support Women2women mentoring programme under the framework of the DrySAT project.
Location	Mozambique
Duration	October 2023 to September 2024
Working days/hours	30 days

1. Background

Agriculture is the mainstay of the Mozambican economy, with approximately 25% of the national GDP relying on this sector. It provides employment for around 70% of the country's population; however, it faces several challenges caused by climate change that involve low levels of productivity and production as well as displacements throughout the country, which put significant pressure on women, who are the female heads of households and the primary users of natural resources. In scientific research, women are underrepresented; indeed, only 35% of all students in Science, Technology, Engineering, and Mathematics (STEM) are women, and just 33.3% of researchers in the world are female, according to UNESCO. The lack of women's participation in STEM represents a primary obstacle to finding strategies to mitigate the effects of climate change, so the generation and transfer of knowledge in local communities for future generations could be at risk. In this context, the Austrian Development Agency, in collaboration with the Eduardo Mondlane University, the Technical University of Vienna, developed the Women2Women program mentoring as part of the project "Enhancing Drought Warning in Mozambique through Satellite Soil Moisture Data to support food security in the context of climate change" to reduce inequalities and mitigate the gendered impacts of global warming.

The objective of the Women2women mentoring program is to contribute to the improvement of women's capacity and starting position through obtaining qualifications in Earth Observation (EO) data for land and water monitoring.

The mentoring program will include regular meetings to provide support on writing papers, proposals, job applications, or learning programming; at the same time, it will promote her career development by actively introducing her to the science community through meetings, conferences, and joint publications. Those activities will be organized in two phases: (1) a pilot phase from October 2023 to December 2023, and (2) a mentoring program for one year.

The target groups will be bachelor and master students of the Faculty of Agronomy and Forestry Engineering (Maputo Province), the Higher Polytechnic Institute of Gaza (ISPG) (Gaza Province), and the School of Rural Development (ESUDER) (Inhambane Province).

The program contributes to SDG5 by improving gender equality and empowering women, and particularly to target 5B by enhancing the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.

2. Responsibilities

The gender expert is expected to undertake following activities below in order to ensure the effective support of mentors to mentees in the Women2women mentoring program:

- I. **Training and Capacity Building:** Develop and deliver training programs and workshops to identify strengths, weaknesses, opportunities, and threats (SWOT) of female bachelor and master students. This workshop will effectively address the strong engagement of mentees in the mentoring program through the generation of awareness of the importance of women in science.
- II. **Mentorship and Networking:** Facilitate mentorship programs and networking opportunities for women in STEM to support their career growth under the women2women program from DrySAT. Therefore, a workshop with potential mentors focused on proposing strategies to overcome the threats and weaknesses of mentees and support their achievements by using their strengths and opportunities as inputs. In addition, must assess their mentoring readiness before embarking on a mentoring journey previously specified in point I.

3. Application requirements:

The gender expert is expected to have following application requirements below in order to ensure the effective support of mentors to mentees in the Women2women mentoring program.

- I. *Education*: A bachelor's degree in a relevant field, such as gender studies and social sciences.
- II. *Experience*: Significant experience (at least 3 years) in gender-focused/sensitive research/studies and advocacy, preferably in the context of STEM fields.
- III. *Knowledge*: Deep understanding of gender issues, diversity, and inclusion, especially as they relate to agriculture's value chains and STEM.
- IV. *Analytical Skills*: Strong data analysis (both qualitative (SWOT) and quantitative methods) and research skills to identify gender disparities and develop evidence-based solutions.
- V. *Communication*: Excellent communication and presentation skills to convey complex gender-related concepts to diverse audiences.
- VI. *Cultural Sensitivity*: Sensitivity to cultural and regional differences in gender dynamics and the ability to tailor strategies accordingly.
- VII. *Languages*: Fluency in written and spoken Portuguese is required, English is desirable.
- VIII. *Availability*: Immediate

4. Key Performance Indicators	Required completion date
Conduct workshop for Mentors and Mentees (SWOT and Matching Mentors and Mentees)	17 th October 2023 30 th March 2024 30 September 2024
Develop a proposal of strategies which will include the matching between the mentors and mentees under the women2women program from DrySAT project	24 th October 2023
Report of gender assessment to mentees and mentors within the women2women program to identify areas for improvement and recommendations for mentoring programme	15 th December 2023 30 th September 2024
Collaborate with academic institutions to create mentorship and support systems for women2women program in STEM	15 th March 2024
Establish partnerships with relevant NGOs and organizations working on gender and STEM issues	30 th May 2024
Engage in public speaking, writing, and media appearances to raise awareness of gender disparities in STEM	30 th June 2024
Evaluate the effectiveness of gender inclusion initiatives and adjust strategies as needed	30 th September 2024

5. Application submission

Candidates must submit a motivational letter explaining their ability and fitness for the position, a complete curriculum vitae (CV and references), the technical and financial proposal for the assignment in one single PDF file via email with the subject 'Gender expert' to rs-sek@geo.tuwien.ac.at until October 9th, 2023. The documents should be sent in English and Portuguese.