



Position Name:

Gender, Youth, Social Inclusion (GYSI) Advisor, Jordan

Who we are:

MSA is a socially-driven global consulting firm. We provide innovative solutions for the private sector, government and civil society to improve, measure, and communicate the economic and social impacts of their investments. We believe market dynamics have a strong impact on how people live their lives. Our vision is to improve economic systems in order to reduce poverty. We recognize complexity and as such, use a systems approach to design solutions that work within dynamic environments. We work collaboratively with our clients, serving as brokers of creativity to help catalyze systemic change.

We take a bespoke approach to every engagement, developing tailored services for clients around action research, monitoring, strategic advisory, evaluation and thought leadership across five topic areas: market systems development, jobs and trade, economic empowerment, financial inclusion and impact investing.

Since 2009 we have worked with a wide variety of clients and partners in dozens of countries across six continents.

Our work:

At MSA, our staff build results measurement systems for development programs, social enterprises and impact investors; research power dynamics and their influence on market behaviors; train client staff to think more systemically about the problems they seek to address; pitch MSA's services to new potential

MSA 's VALUES

EXCELLENCE

We believe in what we do – it's why we're here. Our work reflects our passion.

DISRUPTION

We're here to do development differently – more empowering, more systemic, with more proof.

HUMILITY

We see self-awareness as a prerequisite to learning.

HUSTLE

Good things don't come to those who wait. We drive networking and new business the same way we drive innovation – restlessly.

COLLABORATION

We're better together, drawing on each other's viewpoints and experiences to deliver for clients. Working in teams is core to our identity.

CELEBRATION

We work hard and life gets hectic – we take time to celebrate and enjoy it. Otherwise, what's the point?

clients; write thought pieces; and brainstorm new approaches to old problems. Regardless of task, our focus on disrupting the status quo demands critical engagement.

Who we want:

MSA seeks a talented professional with exceptional experience integrating gender and women's economic empowerment into private sector development programming to join the team in the position of Gender, Youth, Social Inclusion (GYSI) Advisor based in Amman, Jordan. Reporting directly to and working alongside the Chief of Party, the GYSI Advisor will play a critical role in the project's success. The GYSI Advisor will provide ongoing support to the Chief of Party, technical teams, human resources, and monitoring, evaluation, and learning (MEL) team for implementation of the Gender Action Plan (GAP).

Project Profile

The USAID/Jordan Water Efficiency and Conservation (WEC) Activity aims to use a facilitative Market Systems Development (MSD) approach to increase water use efficiency and conservation in agriculture. The overall target of the Activity is to save 70 million cubic meters of water by the end of this five-year contract. USAID aims to achieve this target through the five components and corresponding outcomes, as described below. Jordan WEC will enhance the technical resources and skilled expertise surrounding irrigation leading to efficient and reduced water application in irrigated agriculture; support the Government of Jordan to reduce reliance on groundwater and explore other sources of water; advance private sector participation to reduce industrial water consumption; expand the use of treated wastewater in irrigated agriculture across the kingdom; and explore efficient use of water conservation in the municipal sector.

Responsibilities include:

- Design and manage the implementation of a Gender Action Plan (GAP) over the life of the project
- Provide input on integration of gender analysis into market systems research plans and instruments
- Design and deliver targeted training and technical assistance to project partners and grantees, including women and youth-led enterprises
- Coordinate and integrate women and youth representatives as demonstrators of water saving technology (WST) on farms and in municipal settings
- Support the Activities internship and apprenticeship programs for women and youth
- Provide GYSI support and gender-lens on all grants under contract
- Meet with the MEL team monthly to review targets and results, and assist them with analyzing the results disaggregated by gender
- Meet with technical managers monthly to review targets and results and provide input into their intervention strategies on how to integrate gender and promote women's economic empowerment (WEE), youth empowerment, and the empowerment of marginalized communities
- In collaboration with project leadership, develop a plan for monitoring and mitigating risks to gender, youth and minority relations that may arise from the proposed interventions

- Support technical managers and field teams in creating value propositions that support business investments in empowerment
- Conduct quarterly field visits to project sites to support interventions and recommend ways to enhance the project's empowerment results.
- Beginning in Year 3, collaborate with the MEL tea to conduct applied research on what works for empowerment in agriculture and the gender audit
- Design and conduct a workshop for technical staff and project leadership about the socialization of gender norms and statuses, how gender relates to value chain development, the context of gender inequality and empowerment in Jordan, and the GAP
- Other relevant deliverables to be determined by work planning

Requirements:

- Bachelor's degree in gender studies, economics, international development or other related field and 4+ years of related experience or a Master's degree and 2+ years of related experience
- Experience working with private sector development, market systems facilitation and/or other economic development approaches (e.g., economic strengthening, inclusive business)
- Familiar with, and strong interest in gender and women's economic empowerment in Jordan
- Strong ability to design and conduct qualitative research that addresses project learning priorities
- A passion for learning, investigation and for working in economic development
- A positive, collaborative attitude
- Ability to build the capacity of colleagues and partners in integrating gender and women's economic empowerment into programming
- Excellent English written and oral communication skills
- Capacity to take initiative and be a self-starter

Desired qualifications:

- Experience working on empowerment of youth and marginalized populations
- Experience working on USAID-funded projects or other bilateral or multi-lateral funded projects
- Knowledge or familiarity with the water, sanitation, and hygiene (WASH) sector in Jordan
- Graduate degree
- Advanced computer literacy, including strong Excel and PowerPoint skills

Other information:

Expected salary range is 1,500-1,730 JOD/month, plus benefits.

Application Details:

The deadline to apply is Friday, April 21st. To apply, please send your current CV and an introductory cover letter to recruitment@marketshareassociates.com, indicating the position title "GYSI Advisor

Jordan" in the subject line of your application email. Applications will be reviewed on a rolling basis. . To apply, please send your current CV and an introductory cover letter to recruitment@marketshareassociates.com, indicating the position title "GYSI Advisor Jordan" in the subject line of your application email. Applications will be reviewed on a rolling basis.