

Position Name:
GEYSI Specialist, Uganda

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

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. We embrace our mistakes as means to improvement.

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?

Who we want:

MSA seeks a talented professional with exceptional experience in **gender inclusion and women's economic empowerment across multisectoral programs** to join the team in the position of **GEYSI Specialist** based in Moroto, Uganda. This position is for a United States Agency for International Development (USAID)-funded project, Feed the future Uganda Water and Food Systems (WFS) Activity. Reporting to the DAI/WFS' MEL Director and MSA's GESI Senior Specialist, the GEYSI Specialist will play a critical cross cutting role in the project's success. The GEYSI Specialist will provide ongoing support to the technical teams, human resources, and monitoring, evaluation, and learning (MEL) team for implementation of the GEYSI Action Plan (GAP), and ensure gender and social inclusion perspectives are integrated into all aspects of implementation around various WFS' technical result areas.

Specific responsibilities include:

- Ensure gender equality youth and social inclusion perspectives are integrated into all WFS aspects of activity technical implementation
- Design and manage the implementation of a GEYSI Action Plan interventions and other assessment recommendations over the life of the project
- Provide input on integration of GEYSI analysis into graduation and market systems research plans and instruments.
- Meet with the MEL team periodically to review targets and results and assist them with analyzing the results disaggregated by gender, age and disability status.
- Liaise with Technical Leads to provide input in the co-design of intervention strategies, review progress milestones and intervention-specific results ensuring that the GEYSI vision and objectives are achieved across WFS result areas.
- Provide specific ideas to integrate on opportunities to integrate GEYSI in partnership design that would enable the Activity to achieve its GEYSI objectives across key result areas more efficiently.
- Lead in the GEYSI capacity-building initiatives for staff, NGOs, private sector partners as well as relevant market actors in GEYSI. This will include training and mentorship on the new GEYSI approaches as well as refresher sessions.
- Support technical area leads and field teams in creating value propositions that support business investments in empowerment for women, youth, People with Disabilities (PWDs), and indigenous groups.
- Meet with technical area leads periodically 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 indigenous groups of Karamoja.

- 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.
- Design and implement partner-specific technical assistance support to achieve GEYSI objectives and provide technical assistance to partners using grants and subcontracts.
- Work with the Activity communication, knowledge management, and learning specialists to document GEYSI-specific learning briefs, success stories, case studies, and best practices.
- Conduct quarterly field visits to project sites to support interventions and recommend ways to enhance the project's empowerment results.
- Beginning in Year 3, using the available information, collaborate with the MEL team to conduct analyses, as needed, on what works for empowerment in cross-sectoral areas such as water, agriculture, WASH, access to finance, etc.

Required qualifications:

- Bachelor's degree in gender studies, economics, international development or other related field and 10 years of related experience or a Master's degree and 5 years of related experience
- Minimum five years of experience working in gender, youth and women's economic empowerment in Uganda
- Ability to design and implement actions of gender analyses and other assessments
- Demonstrated experience in integrating GEYSI in two or more cross-sectoral areas, especially agricultural livelihoods/food security, water supply, WASH, access to finance, nutrition, and natural resource management/environment, violence and conflict, etc
- Strong ability to design and conduct qualitative research that addresses project learning priorities
- Experience in at least one of the following sectors and technical areas: livelihoods, agribusiness market systems development, public-private partnerships, maternal and child health, nutrition, and WASH for USAID or other international development agencies.
- Familiarity with private sector development, market systems facilitation and/or other economic development approaches (e.g., graduation, economic strengthening, inclusive business)
- Ability to build the capacity of colleagues, grantees/partners and stakeholders in integrating gender and women's economic empowerment into programming
- Familiar with designing economic empowerment interventions for PWDs and indigenous groups
- Demonstrated ability to design and facilitate trainings/meetings/workshops
- Demonstrated presence and participation in GEYSI and inclusive development networks
- Familiarity with USAID gender reporting requirements and indicators

- Proven experience presenting and facilitating in a variety of fora, and verbal and written communication skills required
- Ability to work across cross-sectoral technical teams and influence their buy-in for GEYSI integration
- Capacity to take initiative and be a self-starter
- A positive, collaborative attitude

Desired qualifications:

- Experience working on empowerment of women, youth and PWDs and indigenous communities
- Experience working on USAID-funded projects or other bilateral or multi-lateral funded projects
- Graduate degree
- Advanced computer literacy, including strong Excel and PowerPoint skills

Other information:

This position is anticipated to start in December 2024.

Application details:

Please apply as soon as possible if interested. To apply, please send your application through <https://marketshareassociates.bamboohr.com/careers/51> Applications will be accepted until the position is filled.