

**Gender competency framework
and modular capacity
strengthening program**

**Request for
Expression of Interest and Proposal**



RESEARCH
PROGRAM ON
Maize



CIMMYT^{MR}
International Maize and Wheat Improvement Center



RESEARCH
PROGRAM ON
Wheat

The International Maize and Wheat Improvement Center ([CIMMYT](#)) is seeking technical assistance to develop and pilot a gender competency framework and modular capacity strengthening program. The consultant will work under the overall supervision of CIMMYT's Strategic Leader for Gender Research and Mainstreaming. The assignment will be undertaken in close collaboration with representatives from CGIAR Research Programs [MAIZE](#) and [WHEAT](#) and CIMMYT's five research programs.

Justification: Institutional capacity strengthening for gender sensitive maize and wheat research-for-development (R4D) is a key focus area of the gender strategies for MAIZE and WHEAT, performance indicators of which include a) development of a gender capacity strengthening plan, and b) that more than 50% of managers and project leaders meet basic gender awareness levels. As the institutional frameworks and the incentives for gender integration are strengthened, this will influence maize and wheat R4D design and implementation and lead to greater integration of gender. In addition to strengthening both integrative and strategic gender research, general strengthening of gender capacity is expected to help staff and research teams at all levels understand and engage with donor requirements and increasing expectations regarding gender mainstreaming in agricultural R4D.

The Assignment

Objectives: To strengthen the overall capacity to integrate gender considerations in maize and wheat R4D; mainstream a minimum level of gender-related knowledge and attitudes across scientists and research teams, with consideration of positions and areas of work; and to support improved performance of specific CRP gender performance indicators.

Scope: The scope of the assignment focuses on gender equality competency and capacity of CIMMYT scientists and research teams (which may also include staff from partner organizations). Though CIMMYT is the lead institution of both MAIZE and WHEAT, it has no mandate over the frameworks and procedures of its partner institutions. However, the possibility to extend the framework or parts thereof to IITA, ICARDA or other partner organizations should be kept in mind.

The following activities should be included in the assignment:

1. Develop a gender equality competency framework that maps out a minimum level of gender-related knowledge, attitudes and skills (KAS) competencies that are applicable to staff working in MAIZE and WHEAT, as well as specific to different staff levels and areas of work. Such a framework focuses on what particular groups of staff should know, do and believe and serves as a basis for staff performance development.
2. Develop self-assessment tools for gender equality and equity capacity to allow staff to develop individual gender learning objectives linked to the competency framework. The self-assessment tool should also serve to measure progress at organizational level.
3. Develop a learning accountability system, linked to performance monitoring mechanisms/appraisals, that allows staff and supervisors to monitor learning progress.
4. Design a modular gender equality training program to support the development of required staff gender equality competencies by level and area of work (as set out in the competency framework). Key areas to cover in training include: gender as social relations, intra-household relations and decision-making in different types of households, gender and participation, gender analysis (particularly gender needs and access and control), transformative potential and the capacity to support participatory and multi-stakeholder processes. Sub-activities include:

- a) Identify and review appropriate and relevant available learning materials and curricula, including gender analysis tools and guidelines to support gender-aware R4D.
 - b) Design different and complementary learning approaches (workshop, virtual, learning groups, mentoring, on-the job-training) that allow individuals to develop their own learning strategies and be responsible for achieving minimum competencies.
 - c) Link to case study development (materials and process of development).
5. Pilot a gender competency framework, selected learning approaches and a gender equality training program with a sub-group of CIMMYT scientists.
 6. Collect and document pilot experiences with a gender competency framework, new learning approaches and a training program; disseminate learning.
 7. Based on lessons learnt, review and finalize 1 & 2 and develop an operational proposal for a roll-out plan and arrangements.

Deliverables:

- A competency framework.
- Self-assessment tool of gender equality capacity.
- A modular capacity strengthening program, focusing on basic levels of competence.
- Final modules (including instructions and training materials).
- An operational proposal for rolling-out a capacity-strengthening program.

Tentative Timeline:

Activities 1-4: January – April 2015

Activities 5-6: May – September 2015

Activity 7: October - November 2015

Application Process:

Submit an overview (max 10 pages including all of the below) of the approach and the methodology proposed for the assignment including:

1. Overview of the overall approach and methodology, as well as the technical and written outputs envisioned.
2. Biodata of the professionals involved.
3. Estimated time required to complete the assignment.
4. Overall costs of your services in USD.

Based on the evaluation of the feed-back and approach proposals received, the Expression of Interest and the Proposal that is most in line with our requirements will be selected.

Please send your EOI and Proposal in English via email to: D.E.Lopez@cgiar.org with copy to L.Badstue@cgiar.org by December 3rd **2014**.

For additional information or questions, please contact Diana Lopez (D.E.Lopez@cgiar.org).