



## Call for Resumes for GESI Specialists

Nickol Global Solutions is seeking short-term and long-term Gender Equality and Social Inclusion (GESI) Specialists to provide technical expertise to upcoming USAID and/or State Department evaluations. This is an ongoing need and specific positions are contingent upon award. These mid- and senior-level GESI Specialists may provide services related to assessments, analysis, planning, capacity building, and/or project technical support.

### Duties:

- Provide GESI-related technical guidance and support to assigned projects.
- Supports projects through advising and supporting project-level GESI Specialists.
- Reviews technical work plans and reports/materials to ensure GESI lens.
- Collaborates with HQ and project-level MEL staff to develop GESI-sensitive MEL plans customized to project objectives and contexts, including indicators, learning questions, risk mitigation plans, and assessments.
- Designs and leads GESI analyses/assessments and provides technical assistance for the integration of GESI into the design and implementation of other technical studies and evaluations.
- Provides technical guidance and/or quality control to proposals and project design, particularly regarding gender-sensitive and gender-transformative approaches, female empowerment, youth engagement/development, and social inclusion in the areas where NGS implements programming.
- May act as technical lead/writer or subject matter expert for proposals, ensuring GESI lens is effectively integrated throughout proposal process.

### Qualifications:

- Bachelor's degree (Master's preferred) in gender studies, sociology, human rights, public policy, or a related field of social studies.
- At least six (6) years of experience working on gender and/or social inclusion programs.
- Solid understanding of USAID's Gender Equality and Female Empowerment Policy and its application to USAID programming.
- Demonstrated experience and knowledge in gender equality and participatory development practices.
- Ability to conduct high-level, timely GESI analyses.
- Experience working with local counterparts on capacity building activities that integrate social and gender concerns desired.
- Experience in the monitoring and evaluation of GESI-sensitive projects.
- Preferred experience working with USAID-funded programs in multiple contexts.



- Outstanding verbal and written communication, interpersonal, and cross-cultural skills required.
- Strong interpersonal skills, ability to interact and cooperate effectively with a large and multicultural team.
- Strong proposal writing and coordination skills.
- Collaborative, appreciative, and professional approach to all aspects of programming.
- English fluency; proficiency in at least one language other than English preferred.
- Ability to travel internationally for short-term consultancies.

**To apply:**

Interested candidates should e-mail CV and brief cover letter summarizing relevant experience to [info@nickolglobal.com](mailto:info@nickolglobal.com) with the subject line: GESI Specialist. No phone inquiries will be accepted. Only shortlisted candidates will be contacted.

**About the organization:**

Nickol Global Solutions (NGS) provides a wide range of management consulting and advisory services designed to fortify stakeholder capacity and effectiveness, including in public institutions, civil society organizations, and private sector firms. In the U.S. and overseas, NGS helps public and private sector clients assess and develop capacity; optimize performance and quality objectives; enhance transparency and accountability; measure success; and communicate about their work—all with the aim of advancing development objectives even in the most complex operating environments. For more information, please visit <https://www.nickolglobal.com/>

NGS is an equal opportunity/Affirmative Action employer and does not discriminate in its selection and employment practices. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, political affiliation, sexual orientation, gender identity, marital status, disability, protected veteran status, genetic information, age, or other legally protected characteristics. Military veterans, AmeriCorps, Peace Corps, and other national service alumni are encouraged to apply.