



## Call for Expressions of Interest Gender Equality and Social Inclusion Rosters

### *Who are we?*

Universalialia is a Canadian management consulting firm established in 1980. The firm specializes in monitoring, evaluation, learning, strategic planning, and accompanying performance improvement processes in organizations throughout Canada and in more than 90 countries worldwide. Internationally, the firm serves a broad and diverse range of multilateral and bilateral development agencies, foundations, and non-governmental organizations that work in international development. Our work covers a range of sectors including environmental governance, food security, water, energy and security, education, human rights, philanthropy, gender equality and social inclusion. (see [www.universalialia.com](http://www.universalialia.com))

### Opportunity Overview

The [Universalialia Management Group](#) is looking to expand its roster of gender equality and social inclusion experts to cover a wide range of thematic and geographical areas. We are seeking international as well as national consultants to carry out evaluation and technical assistance mandates, based on upcoming opportunities with a range of clients working in development and humanitarian contexts.

### Desired Qualifications and Experience:

- Education: Post-graduate degree (minimum Masters' level) or equivalent in international development, gender studies, human rights, social sciences, psychology, sociology or related field.
- 7-15 years of work experience in development and/or humanitarian contexts, and/or public policy sectors.
- 7-15 years of Technical experience in one or more of the following areas:
  - Women's Economic Empowerment; Women's Political Participation; Gender Equality in Education; Gender Equality and the labour force; Sexual and Reproductive Health and Rights; Sexual and Gender-Based Violence; Gender Equality programming in emergencies/humanitarian Settings; Women, Peace and Security; Gender and Environment; Gender-Sensitive Budgeting; Gender Mainstreaming; Gender and Inclusion Advocacy; Child protection/Child Protection in Emergencies; Intersectional approaches; Women and Youth Empowerment.
- Relevant experience conducting evaluation and/or technical assistance mandates, in Africa, the Middle East, Asia, in North America, Latin America, the Caribbean or the Pacific.

- Experience in carrying out research, monitoring and/or evaluation using different quantitative and qualitative data collection and analytical methods, including participatory, gender-transformative, and/or feminist approaches.
- Experience in Gender-Responsive/Feminist Monitoring, Evaluation, Accountability and Learning (MEAL) and strong understanding of programme and project cycles.
- Experience in Intersectionality and Gender Equality, with experience using Gender-Based Analysis + (GBA+), certification from Women and Gender Equality Canada an asset.
- Sound knowledge of the Sustainable Development Goals (SDGs) Agenda and key international frameworks such as CEDAW (the Convention on the Elimination of All Forms of Discrimination against Women), CRC (the Convention on the Rights of the Child), the Declaration on the Elimination of Violence against Women, UN Security Council Resolution 1325, the Beijing Declaration and Platform for Action, and the Istanbul Convention.
- Experience with knowledge management, knowledge mobilization, and capacity building.
- Excellent analytical skills and proven experience in writing reports, guidelines, articles, presentations, op-eds, or think pieces for different target audiences, including donors, international organisations, government institutions or NGOs.
- Previous experience or familiarity with UN System Organizations, Multilateral Development Banks, Government Institutions, INGOs, NGOs, Women Rights Organizations and Private Foundations operating in the field of gender equality and inclusion.
- Fluency in English (verbal and written). Fluency in French, Spanish, Portuguese and/or Arabic is an asset.
- Team player with a proactive attitude, flexibility and the ability to collaborate with others in teams in a multicultural environment.

### Express your Interest to be Added to our Roster:

Interested candidates are invited to submit a CV and cover letter outlining how the above requirements are met to [cv@universalia.com](mailto:cv@universalia.com) (c.c. [tsnilner@universalia.com](mailto:tsnilner@universalia.com)), indicating in the subject line “EoI – Gender Equality & Social Inclusion Rosters.”

Short listed candidates will be contacted for an interview, with selected candidates included in our Gender Equality and Social inclusion Rosters and contacted once a future opportunity that matches their profiles emerges.