



Scope of Work

Firm or Individual:	Both
Program:	Mercy Corps AgriFin (MCA): AgriFin Digital Farmer II
Scope of Project:	Gender Consultant to train and support implementation of Gender Tools & Approaches
Country:	Kenya
From:	November 2021
To:	February 2022
Task Manager:	Mercy Corps AgriFin Program Director
Technical Support:	MEL officer Deputy Director MEL Director

Mercy Corps AgriFin: Gender Strategy and Toolkit Rollout

The challenges in agriculture in Africa, particularly for the smallholder farmers producing 80% of its' food for consumption, are complex, and no single solution exists to reverse age-old issues around markets, infrastructure, poverty and exclusion. Digital solutions can provide relatively low-cost solutions that reach scale quickly, open new markets, and surpass the traditional brick-and-mortar approach to customer acquisition and the distribution and sales of products and services. Over the past six years, AgriFin has worked both to build capacity of fintech and agtech innovators to scale and worked to broker partnerships for them onto larger digital platforms, typically hosted by banks, mobile network operators, large agricultural enterprises and government. Digital platforms are evolving as drivers for impact and viability in delivery of key services for agriculture and for scale up of young, breakthrough technology providers. Digital platforms can host multiple service providers, working to offer "end to end" services to drive transformation in agricultural markets and impact for smallholders, while decreasing risks and increasing revenue models for FinTech's, agtechs and other market actors.

A key focal area for the program has been making technology work for women smallholders, with program targets from 40-50% outreach to women across program innovation, which has been the most difficult of all program milestones to meet. Over 2020-21, AgriFin has conducted impact studies across a range of partners to find out what works for women, resulting in significant evidence and lessons learned that have guided the development of the AgriFin Gender Strategy and the development of the AgriFin Gender Transformational Toolkit, which is a compendium of 17 tools to support farmer-facing organizations in leveraging digital services to reach women for active use and impact. results and learning from this body of work can be found on the www.mercycorpsagrifin.org website.

Purpose of Engagement

The purpose of this engagement is to bring a gender consultant, ideally with strong background in digital services, financial inclusion and agriculture, to train while working side-by-side with the AgriFin program team to support the active review and implementation of the new gender strategy, updated engagement processes and deployment of Gender Transformative Toolkit. Thereby helping the program to mainstream a deeper gender approach into all stages and levels of our work with partners and around learning and impact. Specifically, the consultant will:

- Impart practical knowledge and skills on gender mainstreaming concepts.

- To enable team members to understand gender and social inclusion key concepts including clearly and accurately defining key vocabulary in programming.
- To articulate various dimensions of gender in a dynamic environment.
- To enable MCA staff to practically apply mainstreaming concepts in their work and while implementing the gender strategy and gender toolkit.
- To enable MCA staff to build their capacity as leaders/catalyst for gender mainstreaming through engagement with partners.
- To link gender mainstreaming and other diversity issues that affect organization operation.
- To develop an easy-to-use training manual on gender mainstreaming that will be a tool used by all MCA staff referring and borrowing from mercy corps existing tools.

Scope of work

The consultant will engage with the AgriFin team across the following key activities. The work will also entail carrying out a combination of in-person and online training in Nairobi, Kenya for a maximum of 25 participants:

1. Review relevant gender strategy, engagement process, learning outputs, evidence base the Gender Transformative Toolkit developed over the past six months to gain a deep understanding of AgriFin's updated tools, approaches and learning to inform the consultancy, which may include discussion sessions with members of the team and key stakeholders (i.e., CGAP, Dalberg, etc.).
2. Train and work with the AgriFin Technical Team members, as directed by the Deputy Director, to collaborate into new partner engagement design and implementation, to build capacity and support a deeper gender approach, as well as active deployment of AgriFin gender strategies, processes and tools. Specifically, the training should incorporate:
 - Identifying gaps on gender knowledge and any biases and assumptions.
 - Introducing key concepts defining them to participants
 - Linking other diversity issues with gender
 - Identifying gender mainstreaming as a leadership activity and imparting leadership skills on participants, making them gender champions
 - Highlighting gender mainstreaming as a key element of good practice within an organization
 - Balancing the demands of day-to-day work with good practice
 - Practical examples on how gender can be mainstreamed in planning, implementation and reporting
 - Setting a list of good practice on gender to ensure a change in behavior, attitudes, and beliefs and ultimately organizational culture
 - Linking internal gender practices with the external environment
3. Work with the AgriFin MERL Team members, in coordination with the MERL Director, to refine and implement gender led MERL plans for engagements and to review implementation planning

of those MERL plans. This will include skills on monitoring and evaluating gender mainstreaming practices.

4. Work with the AgriFin Senior Management Team (SMT) to consider future partnerships and collaborators for the program as it evolves in the next four years, to include gender-lens investors, products, technologies, value chains, etc.
5. Make formal recommendations to the program about possible improvements to the current body of processes, strategies, tools, approaches and learning outputs that can improve the program's overall gender performance and objective to be transformative for women SHF.

Deliverables

The consultant will work to produce the following deliverables, in close collaboration with the AgriFin SMT:

- Approved workplan to engage with AgriFin Teams according to existing work stream timelines, based on agreed priorities with SMT.
- Develop training materials and deliver a comprehensive, in-depth 3-day training session on gender as outlined in the scope of work
 - a. Developing and submitting training report and manual.
 - b. Conduct training as required for staff in gender-related concepts and gender mainstreaming techniques.
 - c. Facilitate and support the participants to mainstream the gender perspective plan of action within the strategic structure of their projects and activities.
- All work product related to advisory into specific partner engagements and MERL work.
- Draft report on findings, learnings and recommendations for implementation of the AgriFin gender strategy and rollout of the Gender Transformative Toolkit.
- Final report on findings, learnings and recommendations next AgriFin phase of development (narrative report or PPT, as agreed with SMT).

Required Qualifications

The consultant must demonstrate significant experience and expertise in:

1. Deep experience with implementation of gender intentional and gender transformative approaches in agriculture.
2. Deep experience with use of digitally enabled tools and services with women, including both financial services and non-financial services.
3. Understanding of monitoring, evaluation and learning approaches to gender inclusivity.
4. Deep experience in gender-based approaches that demonstrate impact in bringing technology-enabled learning approaches to women smallholders.
5. Deep understanding of women smallholder farmers in the digital context in Africa and ideally India.



6. Demonstrated ability to work in a mentor/advisor capacity across multidisciplinary and multicultural teams to build capacity around application of gender transformative approaches.
7. An advanced degree and training for the lead consultant on gender combined with a minimum of three (3) years of relevant experience and traceable previous training work, knowledge, experience, and passion for gender mainstreaming and diversity work are a must.
8. Demonstrated ability to develop high quality written strategy, synthesis and recommendations on the related subjects.

Ownership/Control of Work Product/Publication

Matters relating to ownership and control of work product and publication of materials produced during course of this engagement are addressed in the main contract agreement entered between Mercy Corps and the consultant.

Task Manager/Reporting

Task Manager , Program Director, in collaboration with, (Deputy Director) (MERL Director), (MERL Officer). Program Director has final sign-off on deliverables and invoices.

Payment and Schedule

Payment will be made against project deliverable development. Payment will be made upon invoicing against satisfactory delivery and acceptance of services rendered as a result of this consultancy. All deliverables should be finalized by the end of February 2022.

Safeguarding & Ethics

Mercy Corps is committed to ensuring that all individuals we come into contact with through our work, whether team members, community members, program participants or others, are treated with respect and dignity. We are committed to the core principles regarding prevention of sexual exploitation and abuse laid out by the UN Secretary General and IASC and have signed on to the Interagency Misconduct Disclosure Scheme. We will not tolerate child abuse, sexual exploitation, abuse, or harassment by or of our team members. As part of our commitment to a safe and inclusive work environment, team members are expected to conduct themselves in a professional manner, respect local laws and customs, and to adhere to Mercy Corps Code of Conduct Policies and values at all times. Team members are required to complete mandatory Code of Conduct eLearning courses upon hire and on an annual basis.

Interested applicants who meet the above requirements should submit following:

If applying as firm: Submit a proposal detailing capacity to execute the assignment, Cvs of technical staff, company registration certificate, Pin Certificate, Tax/Vat Certificate, and daily rate of executing the assignment tax inclusive and 3 references.



If applying as an individual: Submit a cover letter, detailed curriculum vitae (CV) listing three professional referees (including a recent supervisor), Your ID, Pin Certificate, and daily rate of the assignment.

All applications should be sent to agrifinprocurement@mercycorps.org and copy mnzaumi@mercycorps.org on or before Thursday 25th November 2021 by 5.00pm. The email subject line must clearly show the job title. Applications without the right subject heading will be automatically disqualified.

(Applications will be reviewed on a rolling basis. We will only get in touch with shortlisted candidates)

NB: Mercy Corps AgriFin Program does not charge any fee at any stage of the recruitment process