

**Individual Researcher support for
Rapid Assessment on Gender and Women's Tenure Issues
Linked to Food Security and Mangrove/Environmental Protection**

Individual Consultant Terms of Reference (TOR)

June 2025

About Landesa

Grounded in the knowledge that having legal rights to land is a foundation for prosperity and opportunity, Landesa partners with governments and local organizations to ensure that those experiencing the most extreme forms of poverty have secure rights over the land they steward. Founded as the Rural Development Institute in 1967, Landesa has helped more than 100 million families living in poverty gain legal control over their land. Landesa works closely with Landesa Indonesia, an Indonesia-based foundation, headquartered in Jakarta and established in 2023, that promotes social and humanitarian efforts related rural development and poverty alleviation focused on land rights and other natural resources, in addition to promoting the participation and social standing of women and marginalized communities. With secure land rights, especially for women, these families can eat better, earn more, educate their children, practice conservation, and achieve dignity for generations. For additional information, visit the Landesa website at www.landesa.org.

We seek to generate evidence and develop case studies to understand gender issues and women's land and natural resource tenure--especially linked to local-level food security and mangrove/environmental protection, management, and sustainable use in Indonesia. This will inform and advance gender-responsive scalable pilots and policy efforts to (1) strengthen women's tenure and food security/livelihoods, including as linked to mangroves, forests, and other natural resources, (2) promote women's participation in protecting mangroves and forest environments and contributing to climate mitigation and adaptation, and (3) promote gender equality and women's empowerment and full participation in all spheres, including land, mangrove, and forest management.

Scope of Work

We seek an individual Consultant to participate in our rapid assessment on gender and women's tenure issues linked to food security and mangrove/environment protection for at least two pilot sites located in Nagekeo Kabupaten and Ngada Kabupaten, covering two villages in each kabupaten, working in close collaboration with Landesa, Landesa Indonesia, and our implementing partner. The individual will participate in and support all aspects of the rapid assessment, from the early phase of co-design through to co-implementation, including to ensure smooth communication and implementation—especially as between Landesa, Landesa Indonesia, and our implementing partner. We seek applications from individuals.

The Consultant will participate in and proactively support programmatic and administrative aspects involved in the rapid assessment that includes:

- Participating in the effort to co-create, refine, and implement our broad rapid assessment plan
- Contributing to secondary research efforts
- Participating in relevant meetings (in-person and remote), and facilitating communication to help assessment team/partners stay in close communication to advance the rapid assessment

- Reviewing and improving gender and tenure-responsive assessment tools
- Lending administrative support to field assessment logistics, as requested
- Participating in implementing the rapid assessment (over the course of ~10-16 days), completed in one trip to East Nusa Tenggara, to support the assessment team in rapidly assessing two neighboring villages in Nagekeo Kabupaten and two villages in Ngada Kabupaten, with Landesa, Landesa Indonesia, and our implementing partners; includes taking careful field notes
- Contributing to writing up, analyzing, and reviewing data, learnings, and findings; includes drafting interim key findings, and participating in related discussions
- Reviewing assessment reports (interim, first, and final)

The Consultant will collaborate closely with Landesa, Landesa Indonesia, and our implementing partner, working in Bahasa Indonesia or English, as needed.

Deliverables

- (1) Secondary research products, including inputs to the literature review—especially to incorporate Landesa Indonesia pilot findings and learnings to-date
- (2) Rapid assessment logistics and administrative communications and documents, as needed
- (3) Internal interim key findings report (3-5 page) immediately following the field-based assessment; and review of implementing partners' Short Interim Findings Report
- (4) Write up of field notes in Bahasa and English
- (5) Review of the Assessment Report (first and final drafts)
- (6) Biweekly updates on progress, learnings, and challenges during the engagement

Timeline

The rapid assessment will span approximately **5-6 months, commencing in June 2025** (with initial planning meetings, development of a literature review, etc.). The Consultant must have a schedule flexible enough to fully participate in all aspects of the rapid assessment, according to the dates set by Landesa Indonesia and our implementing partner.

Fee for Service

The Consultant will be paid a competitive daily rate, **covering up to approximately 10-15 days a month**. Landesa will also ensure reimbursement of expenses related to travel and rapid assessment implementation.

Contractor requirements/competencies

- Indonesian national with a Master's degree in a related field is required (e.g., gender studies, sociology, anthropology, policy studies); may be substituted with commensurate work experience
- Gender practitioner with 3-5 years' experience on gender issues, especially relevant to rural women
- Experience conducting gender-focused action research, and strong research, analysis, project implementation skills
- Self-starter, quick learner, and strong collaborator with excellent interpersonal skills who can work well with Indonesia and US-based assessment team members, women, and rural/adat communities
- Ample time, space, and ability to engage in all aspects of the rapid assessment

- Ability to support activity plan development and implementation as well as to manage documents, communications, and administrative tasks related to the assessment efficiently and routinely
- Bahasa Indonesia and English professional proficiency

Preference will be given to applicants with the following attributes, experience, and capacities:

- Deep commitment to gender equality and women's empowerment, and experience understanding rural women's land, natural, and livelihood resource issues and/or women's legal rights
- Experience advancing gender mainstreaming in program work, communicating and delivering training on foundational gender concepts and issues, and other experiences demonstrating a facility with advancing a variety of gender-focused program work
- Is based in Jakarta to enable close collaboration with Jakarta-based Landesa Indonesia staff and our implementing partner.
- Capacity to participate in subsequent rapid gender and women's tenure assessment in other sites in Papua/Indonesia in 2025

Application

To apply to this opportunity, we request individual applicants to kindly submit (1) a cover letter; (2) CV(s), to Oktovina Windrati at oktovinatw@landesa.org, Dhian Anggraeni at recruitment.idn@landesa.org, and My-Lan Dodd at myland@landesa.org by 10 June 2025.