



Ref: # 001
Position Title: Team Lead & Lead Trainer (Female)
Status: Consultant
Number of Days: 89 (over a period of 15 months)
Location: Madagascar, Mali, or Kenya
Date: July 11th, 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. With secure land rights, 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.

Landesa is seeking a highly qualified Team Lead & Lead Trainer for an anticipated 13-month GIZ program that supports the strengthening of rights, resources, and representation of women in rural areas with regard to the sustainable use of land resources in Madagascar, Mali, and Kenya.

The overall objective of the project is to strengthen the rights, resources, and representation of women in rural areas with regard to the sustainable use of land resources in selected partner countries.

Specific objectives are:

1. **Work package 1** - To provide capacity development measures to strengthen individual Gender Change Agents (GCAs) in their ability to promote, champion, and enable positive changes for the empowerment of women.
2. **Work package 2** - To increase the strategy development and communication, and advocacy skills of another set of GCAs who have already acquired technical skills but who need to increase the strategy development and communication and advocacy skills of another set of GCAs who have already acquired technical skills but who need.
3. **Work package 3** - To strengthen the institutional capacity of 9 women's organizations to act for the sustainable management of land resources with a special focus on gender equality and the 3R approach.

Note: Position is contingent upon receipt of donor funding.

Availability

The Team Lead & Lead Trainer should start work on October 1st 2025.

Essential Job Functions:

- Responsible for the development and implementation of the overall capacity development program.
- Overall responsibility for the advisory packages of the contractor.
- Specific responsibility to conceptualize and deliver trainings under work packages 1 and 2.
- Ensuring the coherence and complementarity of the contractor's services with other services delivered by the project at the local and national level.
- Design, implementation, monitoring, and evaluation of capacity development measures for local partners in the area of women's empowerment in sustainable land resources management in rural areas.
- Responsibility for taking cross-cutting themes into consideration (for example, gender equality)
- Staff management, in particular identifying the need for short-term assignments within the available budget, planning and managing the assignments, and supporting experts.
- Ensuring that monitoring procedures are carried out.
- Regular reporting in accordance with deadlines.
- Responsibility for checking the use of funds and financial planning in consultation with the commission manager at GIZ.
- Supporting the commission manager in updating and/or adapting the project strategy, in evaluations, and in preparing a follow-on phase.

Hard Skills

- **Education/training:** University degree (e.g. 'master's or German Diplom') in International Development Studies, Rural Development, or Gender Studies.
- **Language:**
 - English language skills, C1-level in the Common European Framework of Reference for Languages (CEFR).
 - French language skills, C1-level in the CEFR.
- **General professional experience:** 9 years of professional experience in the development and implementation of capacity development programs in relation to women's empowerment.
- **Specific professional experience:** within the past 10 years, 3 years of professional experience in managing multi-stakeholder processes in the field of gender equality.
- **Leadership/management experience:** within the last 7 years, 3 years of management experience in projects, companies, or other organizations with disciplinary leadership responsibility for 5 people.
- **International professional experience outside the country/region of assignment:** Within the last 10 years, 2 years of international professional experience outside Africa.
- **Professional experience in the country/ region of assignment:** within the last 10 years, 2 years of professional experience in Eastern and Western Africa (in accordance with UN DESA Statistics Division), of which 1 year either in Kenya or 1 year in Mali or Madagascar.
- **Experience in the field of development cooperation:** within the past 10 years, 5 years of experience in development cooperation projects.

Soft Skills

- A deep commitment to the mission of a better, safer future for the world's poorest people through secure access to land.
- Strong problem-solving.
- Strong oral presentation skills and an ability to think on one's feet when defending policy recommendations.
- Familiarity with concepts that can be applied to rural development.
- Ability to develop concrete work plans and manage elements so that work is performed according to agreed-upon budgets and plans.
- Ability to manage documents and correspondence, track, and report on project labor, and carry out other administrative tasks efficiently, routinely, and in conformance with Landesa standards and procedures.
- Ability to work collaboratively with a range of people at all levels, including those from host country governmental and non-governmental organizations, and other counterparts, clients, and funders.
- Ability to demonstrate cross-cultural sensitivity, tact, and poise.
- Ability to lead and work collaboratively as a member of teams, regardless of role within the team, through consensus building, communication, and leadership.
- Ability to make and use distinctions as to types, frequency, tenor, and levels of communication, depending upon the circumstances and audience.
- Legal right to work in the country of assignment.

Physical and Environmental Conditions

This position does not require unusual demands for physical effort. Work environment involves everyday risks or discomforts that require normal safety precautions typical of places such as offices, meeting or training rooms, residences, or commercial vehicles, e.g., use of safe workplace practices with office equipment, and/or avoidance of trips and falls, and observance of fire regulations and traffic signals.

Work Environment and Working Conditions for Travelers to Developing Countries

While performing the duties of this job, the employee may be exposed to working conditions and hazards that are prevalent for the location and/or country of assignment. The noise level in the work environment is usually moderate. Work is primarily performed indoors, with some potential for exposure to safety and health hazards related to electronics work. The employee may be required to travel overseas and domestically. When traveling in a developing country, the employee may be exposed to: Physical Hazards (illnesses, noise, extreme temperatures, wet or humid climates, etc.) Road Hazards (unfinished/dirt roads, potholes, traffic-related accidents, etc.), and Atmospheric Conditions (odors, dust, fumes, smog, etc.).

Additional Comments

The above job description is not intended as, nor should it be construed as, exhaustive of all responsibilities, skills, efforts, or working conditions associated with this job. Reasonable accommodation may be provided in appropriate circumstances to enable qualified individuals with disabilities to perform the essential functions of this job.

To Apply

Interested candidates should submit a cover letter and CV to consultants@landesa.org by **July 19, 2025**. Please include “**Expert #1 - Team Lead & Lead Trainer**” in the email subject line. CVs without cover letters will not be considered. Please note that only shortlisted candidates will be contacted.

Equal employment opportunity has been, and will continue to be, a fundamental principle at Landes. Landes is committed to a work environment in which relationships are characterized by dignity, courtesy, and respect. We are committed to nondiscrimination in all of our business operations and embrace diversity as a key strategic philosophy and strength of how we do our global work. Landes actively seeks diverse candidates for employment.