



Ref: # 002
Position Title: Organizational Development Expert in Rural Development
Status: Consultant
Number of Days: 65 (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 Organizational Development Expert in Rural Development 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 Organizational Development Expert in Rural Development should start work on October 1st, 2025.

Essential Job Functions

- Development of the capacity development program under work package 3.
- Observation visits and needs assessment of participating organizations.

- Developing an objective-oriented strategy, based on the needs assessment and objective-oriented, for the capacity development program.
- Close collaboration with the Team Lead to create synergies between the work packages 1, 2, and 3
- Preparing and conducting training sessions in the country with participating organizations on targeted topics.
- Prepare and conduct online and coaching sessions.
- Participate in the kick-off session.
- Support the team lead in all matters of the overall advisory packages.
- Coordination with international and local experts in the tendered expert pool and other stakeholders in relation to work package 3.

Hard Skills

- **Education/training:** University qualification (e.g. Master's or German Diplom) in Economics, Psychology, Education, Pedagogy, or International Development 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:** Within the last 10 years, 5 years of professional experience in advisory service in the field of organizational development in rural development and women's empowerment.
- **Specific professional experience:** Within the last 10 years, 5 years of specific experience in advisory service in the field of change management and advocacy, and strategy development.
- **International professional experience outside the country/region of assignment:** 2 years of professional experience in the field of organizational development outside Africa.
- **Professional experience in the country/region of assignment:** 2 years of professional experience in Africa (in accordance with UN DESA Statistics Division).

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 to 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 #2 - Organizational Development Expert in Rural Development**” 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 Landesa. Landesa 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. Landesa actively seeks diverse candidates for employment.