



**Ref:** # 005  
**Position Title:** Expert Pool with Experience in Kenya  
**Status:** Consultant  
**Number of Days:** 61 (over a period of 15 months)  
**Location:** Kenya  
**Date:** July 11<sup>th</sup>, 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](http://www.landesa.org).

Landesa is seeking a highly qualified Experts with Experience in Kenya 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 Expert Pool with Experience in Kenya should start work on October 1<sup>st</sup>, 2025.

### **Essential Job Functions**

- Support Team Lead and Organizational Development Expert in Rural Development in the development of the overall training program.

- Coordination with all international and local experts in the tendered expert pool and other stakeholders to create blended-learning content.
- Support the conduct of the needs assessment of all work packages.
- Participate actively in the validation workshop of work packages 1, 2, and 3.
- Participate actively in all F2F training sessions of work packages 1 and 3.
- Participate actively in online trainings under work packages 1, 2, and 3.
- Carry out consultation hours under work package 3 under the supervision of the Team Lead.
- Carry out consultation and coaching activities under the work package under the supervision of the Organizational Development Expert in Rural Development expert.
- Support Team Lead and Organizational Development Expert in Rural Development in monitoring and evaluation activities.
- Provide liaison support to all experts providing the services in Kenya.

## Hard Skills

- **Education/training:**
  - University qualification (Master`s) in Rural Development, Agriculture, Community Development, or other Social Sciences OR;
  - University qualification (Master`s) in Psychology, Education, Pedagogy, or Business Administration.
- **Language:** English language skills C1-level in the Common European Framework of Reference for Languages (CEFR).
- **General professional experience:** 5 years of professional experience in advisory services in the field of women's empowerment.
- **Specific professional experience:** within the past 5 years:
  - 3 years of specific experience in moderating and facilitating virtual capacity building and training measures OR;
  - 3 years of specific experience in organizational development.
- **Professional experience in the country/region of assignment:** 5 years of professional experience in Kenya.

## 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](mailto:consultants@landesa.org) by **July 19, 2025**. Please include “**Expert #5 - Expert Pool with Experience in Kenya**” 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.*