



Ref: # 007
Position Title: Pool of Resource Persons in Mali, Madagascar, and Kenya
Status: Consultant
Number of Days: 14 (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 Resource Persons in Mali, Madagascar, and 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 Pool of Resource Persons in Mali, Madagascar, and Kenya should start work on October 1st, 2025.

Essential Job Functions

- Collaboration with all the experts in developing a capacity development program for the work package.
- Supporting the preparation of training material.
- Active participation in F2F trainings under work package 1 as resource persons or role models.
- Providing expertise on the following topics, among others:
 - Personal experiences in women's empowerment action.
 - Other topics that the contractor chooses to add.

Hard Skills

- **Education/training:** University degrees (Bachelor) in Gender Studies *AND* Development Studies OR Communication.
- **Language:** depending on country of service (English for Kenya; French for Madagascar and Mali).
 - 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:** 5 years of professional experience in the field of capacity development.
- **Specific professional experience:** 3 years of experience in each of the following fields:
 - personal experiences on successful women's empowerment action.
 - advising or teaching on gender equality-related topics.
 - advising or providing training on advocacy skills.
- **Professional experience in the country/region of assignment:** 2 years of professional experience in consulting or teaching in Africa.

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 #7 - Pool of Resource Persons in Mali, Madagascar, and 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.