

Title: Gender-sensitive Educational Planner
Domain: Gender analysis, planning, management and monitoring of education and training policies
Grade: P-3
Post Number: 6SNIEP0053PA
Organizational Unit: UNESCO -International Institute for Educational Planning (Pôle de Dakar)
Duty Location: Dakar, Senegal
Type of contract: Project Appointment
Length 2 years with possibility of extension subject to availability of funds and satisfactory performance.
Annual salary: **USD 60 233** net annual base salary plus a variable annual post adjustment of **USD 22 105**
Deadline (midnight, Paris time): **30 November 2019**
Applications to be sent to: gender.specialist.dakar@iiep.unesco.org

UNESCO Core Values: Commitment to the Organization, Integrity, Respect for Diversity, Professionalism

Organizational Setting

Pôle de Dakar is the International Institute for Educational Planning's (IIEP) Africa-based office located in Dakar, Senegal. IIEP is a UNESCO specialized institute with a mandate to strengthen Member States' capacity to plan and manage their education systems. IIEP Pôle de Dakar, is renowned for its cutting edge educational sector analyses and supports African countries in developing realistic and credible education sector analyses and plans in support of the Education 2030 agenda, an essential part of the 2030 Agenda for Sustainable Development.

Through a capacity development approach, IIEP Pôle de Dakar contributes to the creation of diagnostic analyses, sector plans and pedagogical tools. In concert, these contribute to more relevant and sustainable educational policies across Africa. IIEP Pole de Dakar is also actively involved in applied research and tool development in educational policy, planning and management in Africa. For more information about its activities please follow this link [Pôle de Dakar](#).

In addition to an attractive salary and benefits package, IIEP continuously seeks creative ways to motivate, energize and grow its people by providing meaningful work and learning opportunities.

Overview of the functions of the post

Under the overall authority of the Director of IIEP and of the Head of IIEP-Pôle de Dakar, and the direct supervision of the IIEP Coordinator of the Gender at the Center Initiative (GCI) Technical Team in Dakar, the incumbent contributes to IIEP's support to Member States in the design and implementation of gender-responsive education strategies, sector analyses and plans. The incumbent supports the eight Member States in the GCI (Burkina Faso, Chad, Mali, Mauritania, Mozambique, Niger, Sierra Leone and Nigeria) in addressing the main challenges to meeting national, regional and international commitments on gender equality. He/she will collaborate with IIEP colleagues to mainstream a gender perspective in all our work, from data collection and analysis, to policy and strategy formulation and monitoring and evaluation. This work contributes directly to the UNESCO Gender Priority, IIEP's commitment to supporting gender-responsive educational planning, and the multi-stakeholder Gender at the Center Initiative.

More specifically, the incumbent will be assigned the following tasks:

1. Collaborate in IIEP's support to Member States in the design and implementation of education sector analyses, through:
 - a. the development of analytical frameworks, guidelines and tools, to ensure that gender is integrated within the education sector analyses and similar exercises;
 - b. the undertaking of an education sector analysis, with specific attention to strengthening national capacities in education sector analysis and the integration of gender into the analysis;
 - c. the provision of theoretical and practical advice on the integration of gender into analyses undertaken by other colleagues, including in adopting Terms of Reference to be gender-responsive.

2. Collaborate in IIEP's support to Member States in the design and preparation of education sector strategies and plans, through:
 - a. reflection on the appropriate approach to preparing such strategies and plans and the preparation of related ToR and concept notes;
 - b. the development of guidelines and tools, to ensure that gender is integrated within the education sector strategy and/or plan;
 - c. the collaboration with national structures and teams in the design and preparation of an education sector strategy or plan, with specific attention to the integration of gender;
 - d. the provision of advice on strategies and interventions to address gender disparities;
 - e. the provision of guidance for gender-responsive monitoring and evaluation activities, including M&E plan design and Joint Sector Reviews.
 3. Support policy dialogue with highest authorities to advise on strategic policy choices with respect to gender issues.
 4. Strengthen awareness, knowledge, and skills of IIEP staff to integrate gender in education planning and management, through:
 - a. close collaboration with colleagues, as indicated above;
 - b. organization of working sessions for colleagues;
 - c. development of guidance materials;
 - d. participation in team and staff meetings.
 5. Contribute to the implementation of IIEP Pole de Dakar's training, research and development initiatives, particularly with focus on gender expertise.
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Competencies

The successful candidate will be required to demonstrate the following competencies:

Core competencies

- Accountability
- Communication
- Teamwork
- Innovation
- Results focus
- Planning and organizing
- Knowledge sharing and continuous improvement

For detailed information about UNESCO's core competencies please follow this link [UNESCO Competency Framework](#)

Required Qualifications

Education

- Advanced university degree (Master's degree or equivalent) in education, social science, economics, management, development studies or similar field.
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Work experience

- Minimum four (4) years of relevant working experience in the fields of planning and management of education systems of which preferably two (2) years acquired at international level.
- Experience in analyzing gender disparities in education, preferably in Sub-Saharan Africa.
- Experience in the design of education policy or education sector development plans, preferably in Sub-Saharan Africa.

Skills and competencies

- Demonstrable knowledge of African education systems and of the problems of education.
- Demonstrable knowledge of techniques for education policy analysis or educational planning.
- Expertise in designing interventions to address gender disparities in education.
- Expertise in the analysis of educational policy and research techniques.
- Ability to undertake regular missions, especially in diverse and challenging contexts.
- Ability to work under pressure and meet deadlines.
- Excellent interpersonal and communication skills (oral and written).

Languages

- Excellent knowledge of English and French.
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Desirable Qualifications

Education

- Specialized training in educational planning and/or management.

Skills and competencies

- Knowledge of statistical techniques and familiarity with statistical software (SPSS, Stata, SAS, etc.).

Language

- Knowledge of Portuguese.
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Assessment

A written assessment exercise followed by a competency-based interview may be used to evaluate qualified candidates.

How to apply

To apply, please send together, your CV in ([UNESCO format](#)), your letter of motivation and the [compulsory questionnaire](#) to: gender.specialist.dakar@iiep.unesco.org

Please note: Only CVs in the UNESCO format will be considered.

Important: Please indicate « Gender-sensitive Educational Planner (P3 » in the subject line of your email message. The deadline for applications is **30 November 2019 at midnight (Dakar time)**.

Benefits and entitlements

UNESCO's salaries are calculated in US dollars. They consist of a basic salary and a post adjustment, which reflects the cost of living in a particular duty station, as well as exchange rates. Other benefits include: 30 days annual leave, family allowance, home travel, education grant for dependent children, pension plan and medical insurance. More details can be found on the [ICSC Website](#).

Please note that UNESCO is a no-smoking Organization.

UNESCO is committed to promoting geographical distribution and gender equality within its Secretariat. Therefore, women candidates are strongly encouraged to apply, as are nationals from non- and under-represented Member States. Persons with disabilities equally are encouraged to apply.

UNESCO applies a zero tolerance policy against all forms of harassment.

UNESCO DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS