



Job Announcement

The Centre d'Etude et de Développement Agricole Cambodgien/Cambodian Center for Study and Development in Agriculture (CEDAC), is an agricultural and rural development NGO that was formed in August 1997 with initial support from the French NGO, GRET. Since then, CEDAC has developed as a leading Cambodian NGO in the field of Agriculture and Rural development. Currently, CEDAC is working in 3,613 villages, 621 communes, 105 districts of 20 provinces. More than 124,000 small farmer families improved their socio-economic conditions by cooperating with CEDAC. With funding support from the Spanish Agency for International Development Cooperation (AECID) through Spanish NGO (Cives Mundi), CEDAC is going to implement a new project on the *Improve Socioeconomic Conditions of Women in Kratie province* in February 2011. CEDAC is seeking qualified Cambodian nationals to fill the **Gender Expert position** based in Kratie province

Key Role and responsibilities:	Key Qualifications
<ul style="list-style-type: none"> • To ensure gender mainstreaming in all project activities and results including research, training, planning, implementation, monitoring and reporting. • To act as adviser on gender mainstreaming to the PC and to support and train the project staff on gender, gender awareness, gender analysis etc... • To provide technical guidance to implement suitable gender strategies and action plans in close consultation with CEDAC and CM expatriate and CM gender expert. • Design and implement at field level a gender analysis process in target communities and support the design, data collection and data analysis of a gender sensitive baseline. • To develop programs and materials and facilitate action oriented trainings to be provided to project stakeholders such as: project staff, Commune Councils, women groups, farmer promoters, etc. • To act as a resource person/facilitator for these and other relevant trainings when required. • To provide technical and organizational assistance in the formation and operation of women support groups, networking and identification gender focal person in each of the target villages. • In coordination with PC, project advisor and Cives Mundi staff, facilitate and support learning exchange visits between women groups. • To train gender focal persons on “Gender and local development”, “participative facilitation methodologies”, and “gender analysis and gender planning for women groups” as well as other training modules that could be considered pertinent during project implementation. • To facilitate set up of women groups, support monthly meetings under the leadership of women focal points and organize exchange of experiences. • To training Commune Council members and local authorities in order to improve their knowledge on gender mainstreaming and rural development with the participation of Provincial Department of Women Affairs. • To collaborate and cooperate closely with Provincial Department of Women Affairs in order to ensure a smooth and successful project implementation. • To represent the project at workshops, conference, meetings and events when requested. • Support PC in the design and Implementation of a gender sensitive monitoring system based on quantitative and qualitative indicators . • To produce gender related reports and evaluations in coordination with CEDAC and CM staff 	<ul style="list-style-type: none"> • Strong and demonstrable knowledge of gender concepts, gender analysis and gender mainstreaming tools • At least two years experience working with NGOs in projects related to gender. • Experience coordinating gender and development projects, or with gender sensitive planning and M&E approach would be an asset. • Strong Experience in design and implementation of gender analysis and gender monitoring systems will be an asset. • Demonstrable strong experience in facilitation, and applying participatory tools and methodologies related with gender • Experience in design of training materials and programs • Field experience in Cambodian rural areas. • High commitment to gender equality and women empowerment. • Gender sensitive behavior and commitment to promote the respect of a gender sensitive behavior among project staff. • Possess leadership personality, and be able to take on and solve problems relating to gender effectively and efficiently. • Ability to learn new ideas and ways of working with gender (both men and women). • Proven ability to write in a clear and concise manner and to effectively communicate orally both in Khmer and English. • Willing to undertake regular field travels to target project villages. • Respect for environment, cultural diversity and gender Sensitive behavior. • Computer skills: Microsoft office, internet.

<ul style="list-style-type: none"> • To participate and contribute in project's annual work planning and budgeting process • To provide inputs to the timely preparation of quarterly, annual and final reports. • To promote the respect of a gender sensitive behavior among all project's staff. • To report to Project Coordinator on all gender aspects of the project. • To ensure the use of project funds in a responsible and efficient way. • To perform other tasks assigned by project advisor and PC. 	<p>NOTE: women are encouraged to apply for this position.</p>
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Interested candidates are requested to submit a cover letter including a detailed CV with two professional referees to Mr. Ouch Ngak, Human Resource Manager of CEDAC, Office address #119 Street 257, Sangkat Teuk Laak I, Khan Toul Kork, Phnom Penh, Tel:023 880 916, email: cedacinfo@cedac.org.kh .

Deadline for submitting application: Friday, 01st July, 2011 at 5pm. Only short-listed candidates will be contacted for writing test and final oral interview.

Phnom Penh, 22 June, 2011

CEDAC