



Terms of Reference
Manager Gender, Recharge Pakistan
WWF-Pakistan

Reporting to:	National Project Manager
Grade/Title:	D2
Duty Station:	Islamabad
Duration/Employment Contract:	Long Term
Work Week:	5 days (Monday through Friday) - 40 hrs /week
Work Hours:	0830 hrs to 1715 hrs (with 45 minutes lunch & prayer break)

Working Relationships

External Relevant government departments / Project Steering Committee (PSC), Project Oversight Committees (POCs), Civil Society Organizations, Academic Institutions, Print & Electronic Media, Corporate Sector and GAAs;

Internal WWF Network, PMU, RP site/field offices, WWF Pakistan sister projects

Project Summary

Recharge Pakistan is a cornerstone of the Government of Pakistan’s vision — as highlighted in its updated 2021 Nationally Determined Contributions (NDCs) — to leverage natural systems to enhance Pakistan’s resilience to climate change with the goal of reducing flood and drought risk across the Indus Basin.

The project will catalyze transformational change in Pakistan by investing in Ecosystem based Adaptation (EbA) and green infrastructure (GI) interventions at the four project sites in the Indus Basin to reduce the impacts of increasingly severe floods and droughts on vulnerable communities and ecosystems. As the largest investment at the national level to date in an ecosystems-based approach to flood and water resources management, this project will accelerate climate innovation in Pakistan by establishing proofs of concept for EbA and green infrastructure interventions that provide evidence of their cost-effectiveness and efficiency, flood and drought risk reduction benefits, and sustainability. EbA interventions will include the restoration of 14,215 ha of degraded watersheds in DI Khan, restoring 34 km of flow paths, as well as desilting and restoring channels in Ramak Watershed and Manchar Lake. An additional 127 green infrastructure interventions (including flood protection embankments, dispersal embankments, gabion bunds, retention areas and recharge basins) will be implemented at specific locations in DI Khan, Ramak, Manchar, and Chakar Lehri to maximize the flood reduction benefits to vulnerable communities from these interventions.

The implementation of these tangible adaptation interventions will be used as evidence to create an enabling environment for climate action in Pakistan that removes barriers to novel climate solutions through the promotion of integrated strategies, planning and policymaking. Economic evaluations of the project’s EbA and green infrastructure interventions will demonstrate their cost-effectiveness and efficiency in reducing the impacts of climate change-induced floods and droughts on vulnerable communities and ecosystems in Pakistan.

Together, project interventions will directly benefit a total of 687,336 people, including 357,414 men (52% of the total population) and 329,922 women (48% of the total population), and will indirectly benefit a total of 7,024,361 people, including 3,652,668 men (52% of total population) and 3,371,693 women (48% of total population) in Pakistan’s Indus Basin.

About this role:

WWF Pakistan is in search of a dynamic and self-driven individual to fill the role of Gender Manager. This position operates under the guidance of the National Project Manager of the Project Management Unit (PMU) in Islamabad for Recharge Pakistan. The primary aim of this position is to serve as the main expert in the area of gender, offering technical leadership and supervision across all activities within the Recharge Pakistan project to ensure that gender considerations are effectively integrated. This entails taking the lead in conducting gender analyses and developing action plans, delivering training and capacity-building for project personnel and various stakeholders from the public and civil society. Additionally, the role involves identifying and supporting the monitoring of project activities through a gender-sensitive lens. Furthermore, the Gender Manager will provide assistance to the project management team and staff in achieving program goals by applying a gender-responsive approach.

Duties and Responsibilities

1. Collaborate closely with core team members, and engage with public and civil society stakeholders to promote a gender-responsive approach for the active participation of women and underprivileged sections of the society in WWF's Recharge Pakistan (RP) project interventions focused on the conservation of natural resources and climate change adaptation in specific location within Sindh, KP and Baluchistan.
2. Perform Gender-Focused Training Needs Assessments (TNAs) for RP staff, government departments, Women Organizations (WOs), community-based organizations (CBOs), and non-governmental organizations (NGOs) in order to tailor gender-related training/refreshers programs including gender basic concepts, issues, socialization, mainstreaming, equality, GBV, and SEAH, etc.
3. Technical leadership to the implementation of the Gender Action Plan (GAP) guidelines closely working with the government partners and project stakeholders
4. Use an adaptive management approach to adjust activities in the GAP accordingly, in consultation with the project manager, to reflect the changing contexts in the various project areas.
5. Gather data categorized by gender (Gender segregation etc.) and provide situation reports to management to facilitate corrective actions as necessary.
6. Monitor project interventions through a gender-sensitive lens and offer technical guidance to the Project Management Unit (PMU) and site/field office leads/teams to ensure gender and social inclusion in all project activities.
7. Support Program/project and unit heads to mainstream Gender and social inclusion considerations with a defined institutional position
8. Work with relevant project staff and partners to upscale WWF's project-specific best practices ensuring a gender-responsive approach as per the Gender Action Plan (GAP)
9. Take a lead in adapting creative, innovative, and proactive mainstreaming gender considerations and dimensions specific to each project area.
10. Work closely with the relevant team in the project to ensure a gender-sensitive and appropriate approach to provide practical training and assistance on women-focused green incoming generation activities such as farming, kitchen gardening, nursery raising for plantation, beekeeping, poultry, livestock rearing, etc.
11. Assist field teams in conducting women-focused training on vocational skills to ensure gender and social inclusion in RP interventions
12. Assist the experts who undertake feasibility studies and assessment etc. to consider gender dimensions in the development of study tools and methodologies and in ensuring consultations and information-gathering approaches are gender-sensitive.
13. Jointly prepare the project's annual implementation plan and monitoring system for gender integration at all levels of the project interventions of the RP Project.

14. Support the field office-level team in the implementation of activities as per quality assurance standards according to the approved plan including the gender action plan.
15. Support the project staff in the implementation and monitoring of the Gender Action Plan to ensure proper mainstreaming of gender dimensions in all interventions related to conservation and sustainable livelihoods
16. Lead the "16 Days of Ending Violence Against Women & Girls (EVAW&G)" campaign in all targeted districts, an annual event celebrated from November 25th to December 10th each year
17. Work closely and coordinate with the Environmental and Social Safeguard Framework (ESSF) Manager and relevant field-level officers/staff.
18. Develop Gender-focused Information Education and Communication (IEC) material with the support of the WWF communication department to ensure the availability of information, awareness materials tailored to specific genders, and inclusive programming messages.
19. Commemorate important international observance days, including International Women's Day, International Day of the Girl Child, and International Day of Rural Women, etc.
20. Prepare Terms of Reference for expert agencies/individual experts to be engaged for specific tasks relating to gender and social inclusion as and when required

Education, Experience & Working Knowledge

- A minimum Master's in Gender Studies, Social Sciences, Development studies, Political Science, Environmental Science, or other relevant fields.
- At least 7 years of similar working experience in the implementation of community projects
- Ability to travel to Recharge Pakistan project areas.
- Good level of written and spoken English is essential.
- Comprehensive computer skills: in particular MS Word, Excel, PowerPoint and basic database management.
- Women are encouraged to apply for this post.

Skills and Attributes:

- Excellent diplomatic and communication skills, including an ability to communicate effectively with a broad range of individuals within and outside the WWF Network;
- Demonstrated ability to enter into complex policy, programme and funding partnerships with a range of stakeholders and partners;
- Demonstrated ability to provide technical assistance to both field and office-based team(s).
- Fluency in oral and written English is essential. Proficiency in local languages (Urdu, Sindhi, Balochi, Saraiki and Pashto) will be preferred;
- Exceptional Presentation Skills; Attention to detail, diplomacy and discretion;
- Ability to handle change and uncertainty;
- Identifies and aligns with the core values of the WWF organization: Courage, Collaboration, Respect & Integrity;
- Demonstrates WWF behaviors in the way of working: Strive for Impact, Listen Deeply, Collaborate Openly, Innovate Fearlessly;
- Adheres to WWF's brand characteristics, which are: Knowledgeable, Optimistic, Determined and Engaging.

[WWF- Pakistan is an equal opportunity employer](#)
[Women are](#)