



UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION
ORGANISATION DES NATIONS UNIES POUR LE DEVELOPPEMENT INDUSTRIEL
ORGANIZACION DE LAS NACIONES UNIDAS PARA EL DESARROLLO INDUSTRIAL

**VACANCY ANNOUNCEMENT
TEMPORARY APPOINTMENT OF PROJECT PERSONNEL
INTERNAL/EXTERNAL**

Female candidates from all Member States are particularly encouraged to apply.

Vacancy Announcement No:	VA2017_ISA_EXT_000089
Duty Station:	Bahrain
Date of Issuance:	21 July 2017
Post Title and Level:	Senior Industrial Development and Gender Equality Training Expert, ISA-Senior Specialist
Type of Appointment:	Individual Service Agreement
Employment Fraction:	NonStaff-When Act. Employeed
Closing Date:	10 August 2017

Organizational Context

UNIDO is a specialized agency of the United Nations that promotes industrial development for poverty reduction, inclusive globalization and environmental sustainability. In line with Sustainable Development Goals 5 and 9, the Organization pursues the programmatic goals of gender equality and the empowerment of women both collectively within the United Nations system and individually within its mandate to advance the well-being of women and men in all countries through inclusive and sustainable industrial development (ISID). UNIDO is committed to integrating a gender perspective in all its policies, programmes, projects and organizational practices. The Organization's programmatic focus for 2016-2019 is structured around three thematic priorities, each of which represents different aspects of ISID: (i) creating shared prosperity, (ii) advancing economic competitiveness, and (iii) safeguarding the environment. In this context, the Director General of UNIDO has in 2015 issued a "Gender Equality and Empowerment of Women Strategy, 2016-2019" as well as a revised "Policy on Gender Equality and the Empowerment of Women".

PROJECT CONTEXT

The lack of knowledge about industrial development related gender mainstreaming strategies and tools within governments and development partners constrains the collection and analysis of sex-disaggregated data and the development and implementation of gender-sensitive industrial policies and programmes. To address these knowledge gaps, as part of UNIDO's gender-mainstreaming efforts and its Gender Equality and Women's Empowerment Strategy, 2016-2019, UNIDO has developed a training programme on gender equality and inclusive and sustainable industrial development. The pilot training is to be conducted in the Kingdom of Bahrain, 25th October to 30 October 2017.

The training programme targets high- to mid-level government officials engaged in the design and implementation of industrial policies, gender focal points of the relevant national ministries (e.g. industry, economy, labour and trade), regional organizations and representatives of associations focusing on the economic empowerment of women. The training course will be focused on participants from Arab and African countries. Participants will learn how to analyze and measure the links between gender inequalities and industrial development and design policies and programmes to promote women's economic empowerment, based on best practices and country examples.

The training course is organized in modules focusing on different aspects of the two-way relationship between industrial development and gender equality, and will also involve a one-day field trip. Theoretical explanations will be illustrated by country case studies as well as examples of UNIDO projects with strong gender components. The training will involve a combination of lectures and group exercises. Group exercises will require participants to develop a case study, defining a gender strategy and gender-sensitive policy recommendations to a specific sector, and to present their findings to the whole class.

At the end of the course, participants are expected to be able to:

- Apply basic concepts and principles of gender equality to industrial development issues
- Describe roles, opportunities, and constraints for women in industry, such as gender-wage gaps and the growth of informal economies
- Identify gender patterns in manufacturing, including the manner in which industrial development impacts women's economic

empowerment and the ways gender inequality impacts industrial performance and competitiveness

- Understand how technology and innovation can impact women and men differently, including identifying gender bias in policies and its negative effects on sustainable growth, employment and division of labour
- Identify bottlenecks and prioritize policy measures to promote women's entrepreneurship in different sectors and contexts

Duty Station: Home-based with mission to Manama, Bahrain

Approximate duration: 16 working days

Main Functions

Within the duration of the assignment, the senior expert is expected to prepare for and conduct the abovementioned training on gender and industrial development. The training course should be delivered from 25th October to 30 October 2017 in Manama, Kingdom of Bahrain.

Under the supervision of UNIDO's Gender Coordinator (ODG/HRM/GEW) in cooperation with the Institute for Capacity Development (PPS/PRS/ICD), the senior expert will familiarize herself/himself with the training package, deliver the training modules in Bahrain and update the training modules once pilot training is completed.

The main tasks envisaged for this assignment are:

(i) Study training package and prepare to conduct training, including delivering presentations, presenting case studies and facilitating group exercises. (Five working days home-based)

(ii) Deliver training course on gender equality and industrial development.

(iii) Provide tailored expert advice and guidance to participants during the course of training regarding policy measures to promote gender equality and women's empowerment in manufacturing. (ii & iii Six working days in Manama, Bahrain)

(iv) Once training is completed, provide recommendations on further improvements and update the training modules based on the recommendations and feedback from training participants and UNIDO staff. (Five working days home-based)

Core Competencies:

INTEGRITY: To work honestly, openly, impartially and in accordance with the values of the United Nations.

PROFESSIONALISM: To work in a competent, committed and calm manner. **RESPECT FOR DIVERSITY:** To work effectively, respectfully and inclusively with people from different backgrounds and with different perspectives.

RESULTS ORIENTATION AND ACCOUNTABILITY: To be accountable and responsible for achieving results and meeting performance standards.

PLANNING AND ORGANIZING: To plan, organize and manage work effectively and efficiently.

COMMUNICATION AND TRUST: To communicate effectively and build trust.

TEAM ORIENTATION: To cooperate at various levels.

CLIENT ORIENTATION: To be responsive towards those to whom services are provided internally and externally.

ORGANIZATIONAL DEVELOPMENT AND INNOVATION: To realize continuous improvement, support innovation, share knowledge and skills and learn from others.

Minimum Requirements

Education:

Candidates must hold an advanced degree in Economics, Public Policy or a related relevant social science discipline; a PhD in one of those fields would be considered an asset.

UNIDO Languages:

English (Fluent), Fluency in written and spoken English is required. Fluency and/or working knowledge of French, Portuguese and/or Arabic would be an asset.

Field of Expertise:

A minimum of ten (10) years of relevant experience is required. Significant expertise in economic/industrial policy analysis, research in areas of feminist economics, statistical skill set and an ability to present complex economic (policy) issues in clear terms. Proven ability to apply gender analysis to economic research and/or undertake research focusing on gender and economic growth is expected. Experience in areas such as statistics, industrial development, development planning, green economy and industrial policy is desirable. Strong organizational skills in training activities, including seminars, workshops at an international level for targeted beneficiaries and good diplomatic skills are essential.

This appointment is limited to the specified project(s) only and does not carry any expectation of renewal.

Employees of UNIDO are expected at all times to uphold the highest standards of integrity, professionalism and respect for diversity, both at work and outside. Only persons who fully and unconditionally commit to these values should consider applying for jobs at UNIDO.

All applications must be submitted online through the Online Recruitment System

Correspondence will be undertaken only with candidates who are being considered at an advanced phase of the selection process. Selected candidate(s) may be required to disclose to the Director General the nature and scope of financial and other personal interests and assets in respect of themselves, their spouses and dependants, under the procedures established by the Director General.

Visit the UNIDO web site for details on how to apply: www.unido.org

NOTE: The Director General retains the discretion to make an appointment to this post at a lower level.

Notice to applicants:

UNIDO does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process. If you have received a solicitation for the payment of a fee, please disregard it. Vacant positions within UNIDO are advertised on the official UNIDO website. Should you have any questions concerning persons or companies claiming to be recruiting on behalf of UNIDO and requesting payment of a fee, please contact: recruitment@unido.org