



Make an Impact on Equality, Women's Empowerment, Poverty Reduction and Nutrition through Innovative Gender and Market Systems Research in Aquaculture and Smallscale Fisheries Value Chains

CTI Executive Search has been retained to identify candidates for an important role in Gender and Market Systems for WorldFish, an organization working across the globe to harness the potential of smallscale fisheries and aquaculture to strengthen livelihoods and improve food and nutrition security. WorldFish will be a key player in investments stemming from a new donor to this field, one which will push the boundaries of what has been done in this sector in the past in order to have a major impact in multiple regions.

Globally, more than 1 billion people obtain most of their animal protein from fish and 800 million depend on fisheries and aquaculture for their livelihoods. As a member of CGIAR (a global research partnership for a food-secure future) the WorldFish team contributes to inclusive poverty reduction, sustainable management and production, gender equality, women's empowerment, and food and nutrition security in developing markets in Asia, Africa and the Pacific, from their home base in beautiful Penang, Malaysia.

Gender and Market System Specialist

Our search for WorldFish focuses on finding candidates with experience in the area of gender and market systems. The Scientist will lead, collaborate on, and publish innovative, impactful, high quality strategic gender research in the CGIAR Research Program on Fish Agri-Food Systems (known as FISH). The work focuses on generating new knowledge regarding gender-related barriers and opportunities related to fish value chains and market systems, as well as testing innovations in gender-inclusive business models. This will include inclusive and women-led entrepreneurship and farmer group enterprises, increasing input and market access of poor women producers, as well as identifying private sector incentives and strategies for inclusive sector growth. The Scientist will also play a critical role in ensuring effective gender integration into FISH by working closely with scientists across the program. A critical aspect of the role is to collaborate with and support scientists in FISH research countries, as well as to engage in successful partnerships for research and for the scaling of these innovations.

Main responsibilities

- Work with the Gender Research leader and team members to spearhead the development of cutting-edge and rigorous approaches to gender and market systems in FISH.
- Lead the design, implementation and publication of innovative, impactful, high quality strategic gender research for both Bangladesh and Nigeria.
- Develop and maintain strategic partnerships in relation to the above in order to ensure research relevance, use, and influence.
- Carry out cross-country analysis of findings regarding gender and market systems, leading to and/or contributing to global science publications and to broader lessons that may impact WorldFish policy and practice.
- Actively contribute to the design and analysis of quantitative and qualitative research in a range of FISH projects in Bangladesh, Nigeria and other FISH research countries.

- Provide technical input and contribute to monitoring, evaluation, and reporting of FISH and WorldFish investments in gender.
- Enable the development of gender research capacity amongst FISH and WorldFish staff and partners, through mentoring as well as formal training programs.
- Lead and participate in the preparation of successful grant proposals as appropriate, always maintaining productive relations with donors and partners to mobilize resources, including grant leadership, management, and reporting.

Qualifications and competencies

- PhD in Gender, International Development, Rural Development Studies, Economics of Development, Human Geography, or related fields (or equivalent work experience).
- A minimum of 5 years (post-PhD) experience in international development research.
- Proven track record in gender research and market systems or value chains research.
- Very strong *quantitative* analysis skills combined with high-level competency in *qualitative* research methods and approaches.
- An understanding of and skills in intersectional approaches to gender analysis.
- Experience and commitment to interdisciplinary and mixed (qualitative and quantitative) methods research approaches, including participatory action research approaches.
- Successful track record and passion to support both staff and partners in capacity development in gender analysis.
- Strong interpersonal skills, including the ability to work constructively within and lead diverse and dynamic teams, as well as the ability to develop effective working relationship with partners.
- Proven excellence in written and verbal English communication skills.
- A strong academic publications record.
- The ability to travel extensively.
- A proven success in project management, including working with teams and the timely delivery of outputs.
- Experience in navigating a range of social-cultural and political contexts, and a range of organizational settings from civil society, private sector, government, and development agencies.

Desirable qualifications and competencies

- In-depth expertise in pro-poor women's entrepreneurship and inclusive growth strategies.
- Practical experience in fisheries, aquaculture, natural resource management or agricultural development in FISH focal countries and a familiarity with Bangladesh and Nigeria contexts.
- Familiarity with gender transformative approaches, including engaging men in social change processes.
- Ability to communicate effectively with both scientific and nonscientific audiences.
- Excellent working knowledge of Microsoft packages and electronic communication.

If you are interested in this role or can provide suggested contacts for CTI on this search, please contact us in confidence. Our search is not confidential and this document may be redistributed.

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