



The WorldFish Center, headquartered on the island of Penang, Malaysia, is a world-class scientific research organization. Our mission is to reduce poverty and hunger by improving fisheries and aquaculture. We have offices in 8 countries and engage in collaborative research with more than 200 partners in more than 25 countries. The Center is a nonprofit organization and a member of the Consultative Group on International Agricultural Research (CGIAR).

A unique opportunity has arisen for gifted individuals to contribute to the mission of the Center.

## SENIOR GENDER SPECIALIST

The poor who depend upon aquatic agricultural ecosystems live highly gendered lives. They face strong gender disparities in control of assets and decision-making and in the opportunities open to them. The WorldFish Center is committed to understanding these disparities and working with CGIAR, NGO and government partners to help overcome them. To strengthen our work in this area, WorldFish is recruiting a **senior scientist** to lead our gender team and develop staff capacity. If you believe that you have the science, managerial and leadership skills to fulfill this role, please read below for further details.

As Senior Gender Specialist you will report to the Director of Policy, Economics and Social Science and work closely with other senior staff. Specific duties and responsibilities include:

### Key Responsibilities

- Leading the design, implementation and reporting of gender-related activities of WorldFish through CGIAR research programs, including those on aquatic agriculture systems, animal sourced foods, nutrition and health, water, and climate change;
- Developing the team of gender specialists within WorldFish and support them in their work;
- Facilitating inter program and cross regional exchange of knowledge and approaches that can be applied at scale;
- Leading and participating in fund raising activities to support the Center's work on gender, notably through CGIAR research programs; and
- Developing partnerships for purposes of joint advocacy and knowledge generation and sharing, and representing WorldFish at international fora.

### Skills and Abilities

- **Planner and Organizer / Decision-Maker** – you will have excellent judgment and the ability to think strategically, assessing and responding to new challenges in rural development. You will be able to set clear priorities within a boundless and often challenging agenda;
- **Team Worker / Builder** – you will have strong interpersonal skills, that will allow you to develop a close and effective working relationship with internal and external clients at all levels. You will have the ability both to lead and to work effectively in teams;
- **Leader / Performer** – you will have excellent management skills, and be able to deploy them in a multicultural setting. You will have the ability to inspire teams to work together to achieve challenging objectives;

- **Negotiator and Communicator** – you will have excellent written and verbal communication skills in English, and the ability to present coherent and convincing strategic analysis. You will have the ability to achieve results through motivating people and influencing partners; and
- **Model of integrity, trustworthy and confident** – you will champion WorldFish values: integrity and trust, fairness and equity, excellence, and teamwork.

### Qualifications and Experiences

- Advanced university degree in one of the following disciplines: Sociology, Social Anthropology, Gender in Development, Rural Development Studies, Economics, Human Geography, or related fields;
- 5-10 years of relevant experience in rural development in developing countries;
- Professional experience in working on gender issues and in one or more of the following: gender sensitive poverty and livelihoods analysis; social inclusion and pro-poor targeting; participatory methodologies and community development;
- Familiarity with different stages of the project / program cycle (design, implementation, supervisions, monitoring and evaluation);
- Established international publication record; and
- Demonstrated experience in fund raising.

The WorldFish Center offers a competitive remuneration package, a non-discriminatory policy and provides an innovative work environment. Interested applicants are invited to submit a covering letter explaining how the candidate's experience, skills and qualifications enable them to meet the responsibilities of the position providing key examples and/or achievements and a comprehensive curriculum vitae that includes names and contacts (telephone, fax, and e-mail addresses) of three (3) professional referees who are familiar with the candidate's qualifications and work experience. You are required to submit your application (with indication on the subject line "**Application for the position of Senior Gender Specialist**") and indicate in your application the source of this advertisement (where you saw the job announcement) to the Human Resources Strategy and Services Unit at [worldfish-hr@cgiar.org](mailto:worldfish-hr@cgiar.org). Applications will be accepted until appointment. Review of applications will start **18 April 2011**. This is a global position based at WorldFish Headquarters in Penang, Malaysia. Only short-listed candidates will be notified.

*WorldFish is committed to be an Equal Employment Opportunity employer and strives for staff diversity in gender and nationality.*