

## Apply today and you could be...

# A Gender Adviser at the Sustainable Development Policy Institute in Islamabad, Pakistan

### What's the context and purpose of the role?

Gender inequality is a major issue in Pakistan. Due to the country's patriarchal society, women have a low socio-economic status and decision-making power as well as limited access to basic social services. The Sustainable Development Policy Institute (SDPI) is an independent think tank and research institute that focuses on sustainable development to enhance social justice and well being across generations. The goal of SDPI's research programme is to provide informed support for decision making to policy makers. The Institute is looking for a Gender Adviser to support a team in evaluating and developing gender sensitive programmes, policies and research.

### What does the role involve?

- Identifying gender gaps in project proposals, research design and organisational programmes
- Supporting staff in developing gender sensitive research proposals
- Training programme staff and researchers in developing gender sensitive indicators
- Working with staff to develop a common understanding and perspective on gender issues throughout the organisation
- Developing monitoring and evaluation systems to highlight gender impact of projects



### What skills, experience and personal qualities are needed for the role?

You'll need a degree in gender and development with experience in developing and implementing gender sensitive programmes, preferably research based. A good understanding of development issues is essential and you'll need good documentation and analytical skills. Pakistan is a Muslim country and you'll need to be sensitive to local traditions and be prepared to behave and dress in a culturally appropriate way. Good team working skills are also important and things in Pakistan often take longer than what you might be used to - so patience, flexibility and a sense of humour are vital qualities!

### And the rest...

Pakistan stretches for 1,600 km from the Arabian Sea in the south to the Tibetan Plateau in the north. From coastal beaches and mangrove swamps in the south, the scenery changes northwards to snow-capped mountains, beautiful valleys and eternal glaciers. You'll be based in Islamabad, the capital of Pakistan. The city is located in the north-east of the country against the backdrop of the Margalla Hills and compared to other South Asian cities, it was carefully planned and is very green and spacious! The climate in Islamabad is fairly typical for Pakistan, with cool winters and very hot summers. Spring and autumn are the most pleasant times of the year, with warm days and cool evenings. Pakistani food tends to be spicy and meat is very popular. Bread in the form of *chapatti* or *naan* is eaten with most meals and tea is drunk at every opportunity. There are plenty of supermarkets in Islamabad and generally all types of food are available, including imported ones.