

# Millennium Challenge Corporation

Reducing Poverty Through Growth

## Social and Gender Assessment Consultants

The Millennium Challenge Corporation (MCC) is a U.S. Government corporation whose mission is to provide assistance that will support economic growth and poverty reduction. Developing countries are selected for eligibility on the basis of their performance on third-party indicators on ruling justly, investing in people, and promoting economic freedom. For more information on the MCC, please visit [www.mcc.gov](http://www.mcc.gov).

MCC is seeking consultants to work with the Environment and Social Assessment (ESA) team, which is responsible for assessment of social and environmental risks and identification of mitigation measures and oversight of project implementation.

The ESA team and our country partners are informed by two documents:

- MCC Guidelines for Environmental and Social Assessment  
<http://www.mcc.gov/countrytools/compact/fy07guidance/english/20-enviroandsocialassessment.pdf>
- MCC Gender Policy  
<http://www.mcc.gov/countrytools/compact/fy07guidance/english/14-genderpolicy.pdf>

There are two primary areas in which we are seeking assistance:

- First, as part of the due diligence of proposed projects and the oversight of projects in implementation, consultants may be asked to assess and/or monitor social and gender impacts and to provide recommendations on how projects may be better designed to ensure optimal social outcomes, including that women and men benefit equitably from MCC investments. The persons selected must be skilled in performing social and gender analysis in project appraisal and monitoring, with an ability to identify the essential risks and issues of concern to a funding entity. Moreover, the persons selected must have the ability to identify implementation risks and appropriate mitigation measures, and write detailed technical reports with analysis and recommendations. For the purposes of this procurement, this area is referred to as ***Technical Support***.
- MCC's Gender Policy provides guidelines for integrating gender analysis into Compact development, implementation, and monitoring. In this context, consultants may be asked to design and implement activities to strengthen MCC and MCA staff capacity for gender integration in MCC Compacts. For the purposes of this procurement, this area is referred to as ***Capacity Building***.

## Evaluation Criteria

All Social/Gender Consultants are required to have expertise and/or experience in the following:

- Social assessment
- Gender analysis
- Working in developing countries
- Integrating social and gender analysis in context of sectors and/or issues
- Writing analytical papers and reports

In addition, Consultants will be evaluated on the basis of their expertise and/or experience in the following.

For ***Technical Support***:

- Developing and/or implementing social/gender impact assessments
- Developing and/or reviewing Scopes of Work for conducting social/gender impact assessments
- Developing gender indicators for performance monitoring
- A working knowledge of the language specific to the MCA-eligible or Compact country where the work is to be conducted. (Most relevant working languages currently are French, Portuguese, and Spanish)
- Consultants will also be selected on the basis of their experience in specific sectors (such as agriculture, health, education, finance, infrastructure and others) and/or specific issues (such as HIV/AIDS, involuntary resettlement, human trafficking, and others).

For ***Capacity Building***:

- Designing and conducting training, and developing resource materials in gender analysis and gender planning
- Designing and conducting training, and developing resource materials on a range of social impact issues such as (but not limited to) human trafficking, HIV/AIDS, indigenous peoples, cultural heritage, involuntary resettlement, health and safety, child labor and inclusion of vulnerable groups, with gender analysis embedded in each.

### **Potential Services**

The following are potential services that would be contracted with successful candidates:

#### ***Technical Support***

- A. Conduct desk reviews of social and gender research reports and other analytical documents relevant to a specific country and/or sector;
- B. Participate in project appraisal and/or implementation support and oversight teams and missions to an MCC partner country;
- C. Provide MCC with oral and written expert analyses, reports and documentation on gender and other social issues, including but not limited to, impacts on

- marginalized vulnerable groups including indigenous peoples, risks of human trafficking and child labor, risks of HIV/AIDS and other diseases such as malaria and schistosomiasis;
- D. Assist MCC in developing scopes of work and reviewing social and gender assessments conducted by contractors or partner countries;
  - E. Based on social and gender assessments, provide MCC with recommendations for refinements in projects in a variety of sectors including agriculture and rural development, infrastructure including roads and irrigation systems, finance and private sector development, education, health and others as needed;
  - F. Identify potential alternatives and viable mitigation measures for negative social impacts;
  - G. As appropriate, review and revise and/or contribute technical comments for TORs for Environmental Impact Assessments (EIAs), Environmental Assessments (EAs), Environmental Management Plans (EMPs), Strategic Environmental Assessments (SEAs) and other documents to ensure that social/gender considerations are incorporated;
  - H. Review, and revise content for procurement terms of reference (TORs) for projects in various sectors to ensure integration of social and gender issues;
  - I. Provide support in identifying social/gender indicators for performance monitoring plans; and
  - J. Other related tasks.

### ***Capacity Building***

- A. Design and implement (including develop relevant materials) workshops, training and other capacity-building activities for MCC and MCA staff on social assessment including gender analysis in Compact development and implementation oversight teams, including:
  - a. Developing guidance on incorporating social/gender considerations in public consultation;
  - b. Developing guidance on incorporating gender analysis in designing Compact proposals;
  - c. Refining project design during due diligence (by sectors); and
  - d. Developing performance monitoring indicators and integrating gender into evaluation research.
- B. Provide similar materials and capacity-building activities on other social impact issues such as (but not limited to) human trafficking, HIV/AIDS, indigenous peoples, cultural heritage, involuntary resettlement, health and safety, child labor and social inclusion of vulnerable groups.

Designated Consultants will be expected to participate in multidisciplinary teams and, at times, to coordinate with local authorities responsible for MCC Compact development and other donors, where relevant.

Designated Consultants may be requested to mobilize on short notice and will be expected to deliver high quality finished products in a timely manner.

### **Eligibility**

For all tasks performed directly for MCC to assist in Compact due diligence, consultants will be precluded from bidding on work and services (design, full Environmental and/or Social Impact Assessment, construction and supervision) to be procured by the local MCA accountable entity or from using funds advanced under a Compact in the relevant country.

This announcement is not restricted to U.S. citizens. Individual assignments could range from a few days to 12 months in duration. Compensation will be based on experience. MCC may select multiple sources to provide these services. There will be no commitment to a minimum or maximum amount of work after the award of a contract. This announcement is for individuals not firms.

Interested parties should submit by email to [recruitment@mcc.gov](mailto:recruitment@mcc.gov) the following package: a resume (8 page limit) indicating language capability and a cover letter describing:

- 1) the consultant's qualifications in relationship to those areas of potential services listed above in the context of specific sectors where possible, noting a preference for consideration for Technical Support and/or Capacity Building;
- 2) countries and length of time (in months and years) the consultant has worked;
- 3) contact information (including email and telephone) for three professional references; and
- 4) Proposed consultancy rates on an hourly basis and a salary history for the past 3 years. A bio-data form should also be provided; the form may be downloaded from the following website:

**[www.usaid.gov/forms](http://www.usaid.gov/forms)  
"select" form AID1420-17**

Please include "**ESA-SOCIAL/GENDER**" in the subject line of your email and indicate the publication wherein you saw the advertisement. This announcement is open on a continuous basis. Resumes will be reviewed every three months from the open date.

The MCC is an equal opportunity employer.