

JOB DESCRIPTION
CB/Gender Expert
Bharat Rural Livelihoods Foundation

Position: CB/Gender Expert

Location: Siliguri, West Bengal with travel to BRLF geographies of operation

Number of Positions: One

Report To: Team Leader

Nature of Employment: This is a project-specific position offered as a full-time three-year contract with benefits. Renewal is possible, depending on project extension and availability of funds.

1. ORGANISATION BACKGROUND:

The Ministry of Rural Development set up Bharat Rural Livelihoods Foundation (BRLF), Government of India (GOI) as an independent organization under the Societies Registration Act to facilitate civil society action in partnership with State and Central Government, to transform livelihoods and lives of rural households, with an emphasis on women, particularly in the Central Indian Tribal Region.

BRLF is a unique and first-of-its-kind initiative. The Foundation is a partnership between Government on the one hand and private sector philanthropies, and public and private sector undertakings (under Corporate Social Responsibility) on the other. Major functions of BRLF are fostering strategic partnerships with state govt for improving program outcomes, providing financial grants to Civil Society Organizations (CSOs) to meet their human resource and institutional costs for up-scaling of proven interventions, investing in institutional strengthening of smaller CSOs, capacity building of professional human resources working at the grassroots, and to create a knowledge Hub for the sector.

For more details, visit www.brlf.in

2. Role Description:

The Community-Based Gender Expert will play a pivotal role in integrating gender equity and social inclusion into BRLF's programs and policies. The role involves designing, implementing, and monitoring gender-responsive strategies and initiatives that address systemic barriers, promote empowerment, and enhance gender equity in rural and tribal contexts.

3. Key Duties and Responsibilities:

- Develop and implement gender strategies to mainstream gender perspectives into all BRLF programs and initiatives.
- Conduct gender analysis to identify gaps and opportunities for intervention in project areas.
- Build the capacity of BRLF staff, partners, and community-based organizations on gender-sensitive approaches and tools.

- Organize and facilitate workshops, training sessions, and learning modules on gender equity.
- Collaborate with local communities to co-create solutions that address gender-specific challenges.
- Advocate for gender-sensitive practices and support grassroots leaders to champion gender equity.
- Develop gender-sensitive indicators to measure the impact of BRLF programs.
- Monitor progress, collect gender-disaggregated data, and report on the outcomes of gender initiatives.
- Support evidence-based advocacy for policies and programs that address gender issues in rural and tribal areas.
- Represent BRLF in external forums and partnerships focusing on gender equity.
- Work closely with BRLF's project teams, government bodies, and partner organizations to ensure alignment and integration of gender-focused efforts.

4. QUALIFICATIONS, EXPERIENCE AND COMPETENCIES:

Qualification and Experience:

- Bachelor's/master's degree in Gender Studies, Social Work, Rural Development, Sociology, or a related field.
- Minimum 3–5 years of relevant experience in gender mainstreaming, community development, or rural livelihood programs.
- Proven track record of working with marginalized communities, particularly tribal populations, in rural areas.

Key Skills & Competencies:

- Expertise in community mobilization and participatory governance.
- Strong organizational and problem-solving skills.
- Ability to work independently and collaboratively with diverse teams.

4. COMPENSATION OFFERED:

The remuneration package is budgeted for a range of INR 45,000-55,000 per month. The offer made to the selected candidate shall be commensurate with the qualifications, experience and salary history.

5.LOCATION: Siliguri, West Bengal.

6.Age Limit: Max. Up to 45 years

****Languages**

Good command of speaking, reading, and writing in English and Bengali is required. Knowledge of Hindi language would be an added advantage to the candidate.

7. APPLICATION PROCESS:

Eligible candidates interested in this position are requested to apply through [Link](#).

Applications will be reviewed on a rolling basis, and the position will remain open until filled. Early submission is encouraged, with a final application deadline of May 02, 2025.

BRLF is an equal opportunity organization without any discrimination by virtue of religious belief, social class, caste, special ability, or gender. BRLF is an equal opportunity organization. Women are encouraged to apply.