

REQUEST FOR EXPRESSIONS OF INTEREST

(CONSULTING SERVICES – INDIVIDUAL CONSULTANT SELECTION)

Country: Pakistan

Name of Project: Digital Economy Enhancement Project

Credit No: 7514-PK

Assignment Title: Gender Specialist

Reference No.: PK-MoITT-469394-CS-INDV

The Government of Pakistan has received financing from the International Development Association (IDA) toward the cost of Digital Economy Enhancement Project (DEEP) and intends to apply part of the proceeds for consulting services, which shall be implemented by the Ministry of IT and Telecom.

The consulting services (“the Services”) include professional expertise of “**Gender Specialist**” at a monthly lump sum remuneration. The Ministry of IT and Telecom, being Project Management Unit (PMU) intends to hire services of “**Gender Specialist**” for DEEP that can assist the project management in relevant field. The consultant, as an expert in the field, will provide quality advice maintaining the highest degree of integrity and ethical standards. The services of individual consultant shall be initially hired for a period of 12 Months.

The detailed Terms of Reference (TOR) for the assignment can be obtained at the address given below or can be downloaded from <https://njp.gov.pk>

Ministry of IT and Telecom being Project Management Unit invites eligible candidates (“Consultants”) to indicate their interest in providing the Services as “**Gender Specialist**” in Digital Economy Enhancement Project. Interested Candidates should provide information demonstrating that they have the required qualifications and relevant experience to perform the expected Services. The services of individual consultant will be required /hired to assist project team on DEEP “as per ToRs”. The short-listing criteria are based on: (i) Qualification, (ii) Experience (iii) Additional Skills

The selected candidates will be required to present their original documents at the time of the interview. Submission of any false information will lead to immediate disqualification of the candidate at any stage of the hiring process.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” September 2023, setting forth the World Bank’s policy on conflict of interest.

A Consultant will be selected in accordance with the Open Competitive Selection of Individual Consultants method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours 0830 to 1630 PST.

Applicants shall apply online at National Job Portal www.njp.gov.pk.

Program Office (DEEP)

Ministry of IT and Telecom

7th Floor, Kohsar Complex

Pakistan Secretariat

F-5, Islamabad

Telephone: 051-9215621

Hiring for Project Positions Under DEEP

TERMS OF REFERENCE

Announcement Reference no:	1-1/2024-IT	Date	12 January 2025		
Project	Digital Economy Enhancement Project (P174402)				
Position Name	Gender Specialist, Ignite (DEEP)	Position ID	PK-MoITT-469394-CS-INDV		
Vacancy	1	Type of Contract	Individual	Duration	12 Months

BACKGROUND

Digital Economy Enhancement Project (DEEP) is a World Bank assisted project with the objective to enhance the Government's capacity for digitally enabled public services delivery for citizens and businesses.

Ministry of IT & Telecom (MoITT) is the sponsoring agency of the project with execution support of (i) Board of Investment (BoI), (ii) National Database and Registration Authority (NADRA), (iii) National IT Board (NITB), and (iv) Ignite – National Technology Fund

PROJECT DESCRIPTION

DEEP aims to develop a framework and technology to promote digital services across Pakistan, significantly transforming citizen-centric services nationwide. A key component is the establishment of Civic Innovation and Technology Labs (CITL), which will serve as collaborative platforms for citizens, government, startups, and academia to drive social innovation and address community challenges through technology.

Ignite - National Technology Fund, known for its expertise in technology entrepreneurship and innovation projects, is mandated to establish and operate CITL. By leveraging civic technology, Ignite, through this component, aims to enhance citizen engagement, improve citizen-centric services, and foster transparency.

OBJECTIVES OF THE ASSIGNMENT

The Gender Specialist will play a crucial role in ensuring that gender considerations are integrated into all the components of the Digital Economy Enhancement Project (DEEP). This position involves developing gender-responsive strategies, conducting gender analysis, and

ensuring that all project activities promote gender equality. The Gender Specialist will work closely with project stakeholders, including government agencies, startups, academia, and communities, to foster an inclusive and equitable approach to digital services and technology innovation.

The responsibilities include (but not limited to) the following:

- 1) Develop and implement a gender strategy for DEEP, ensuring that gender considerations are integrated into all project components.
- 2) Conduct gender analysis to identify gender gaps and barriers in digital services and technology access.
- 3) Provide technical guidance and support to project teams on gender mainstreaming and the development of gender-sensitive indicators and outcomes.
- 4) Collaborate with stakeholders to design and implement gender-responsive activities.
- 5) Monitor and evaluate the impact of project activities on gender equality and women's empowerment, providing regular reports and recommendations.
- 6) Facilitate training and capacity-building sessions for project staff and stakeholders on gender equality and inclusion.
- 7) Support the development of communication materials and outreach campaigns that highlight gender equality and women's participation in digital services.

SCOPE OF THE ASSIGNMENT

The work of the Gender Specialist will include the following tasks (not limited to):

- 1) Ensuring that gender considerations are effectively integrated into the DEEP project.
- 2) Developing strategies, conducting analysis, providing technical support, and monitoring progress to ensure that the project promotes gender equality and addresses the unique needs of women and marginalized groups.
- 3) Work in collaboration with project teams, stakeholders, and communities to create an inclusive environment that fosters social innovation and enhances citizen engagement.
- 4) Represent the project in gender-related forums, conferences, and meetings to build partnerships and promote gender equality initiatives.
- 5) Advocate for gender-sensitive policies and practices within the project and among partners, promoting best practices in gender integration.

- 6) Facilitate gender-responsive community engagement and consultations to ensure diverse perspectives are included in project planning and implementation.
- 7) Prepare regular reports documenting progress on gender integration and the impact of project interventions on women and girls.

QUALIFICATION AND EXPERIENCE

- 1) Minimum 16 years of education from a reputable/HEC-recognized university in Gender Studies, Social Sciences, Development Studies, Humanities or a related field.
- 2) Minimum 10 years of experience in gender mainstreaming, preferably in development projects or the public sector, with a preference for experience in digital transformation initiatives.
- 3) Proven track record of successfully integrating gender considerations into complex projects.
- 4) Strong understanding of gender issues, policies, and frameworks relevant to digital services and technology.
- 5) Excellent communication, training, and interpersonal skills.
- 6) Experience in conducting gender analysis and developing gender-responsive strategies.
- 7) Knowledge of monitoring and evaluation frameworks with a focus on gender equality.

ADDITIONAL SKILLS / EXPERTISE

- 1) Ability to work effectively in a multicultural environment and with diverse stakeholders.
- 2) Experience in World Bank or other donor-funded projects is beneficial.
- 3) Strong advocacy and networking skills to promote gender equality initiatives.
- 4) Proficiency in project management methodologies and tools.
- 5) Excellent problem-solving and decision-making abilities.
- 6) Familiarity with civic technology and social innovation.
- 7) Proficiency in multiple languages relevant to the project region is desirable.

SCHEDULE FOR THE ASSIGNMENT

The Gender Specialist will be appointed on a contract basis for a tentative period of 12 Months. However, in case of additional time engagement the process and modalities of extended duration will be finalized at the time of Contract.

REMUNERATION AND OTHER BENEFITS

- 1) The consultant will receive remuneration as per the scope of work defined and based on the World Bank guidelines applicable to individual consultants for this position.
- 2) Travel expenses as approved by the World Bank and the Government of Pakistan.
- 3) This is a consulting-based appointment and does not offer medical or other benefits.

REPORTING OBLIGATIONS

- 1) This position is based at Islamabad, Pakistan.
- 2) The Gender Specialist will report to the Project Director Ignite PIU, Digital Economy Enhancement Project (DEEP).
- 3) The Gender Specialist is required to follow all rules and directives of the Government of Pakistan and the World Bank for the successful implementation of the project.
- 4) The Gender Specialist is required to follow working days and timings as per the directives of the Federal Government of Pakistan.
- 5) The Gender Specialist is prohibited from working for any other party or a paid job, or taking any other assignment during the course of this contract without written approval from the Competent Authority.
- 6) The Gender Specialist shall ensure that all the required reports for the CITL component of project are prepared on time in accordance with the requirements of the Government of Pakistan and the World Bank.

SELECTION CRITERIA

- 1) The applicant will be selected based on the following criteria

Criteria	Points
Educational Qualification	20
Work Experience	20
Additional Skills/ Expertise	10
Interview	50

SUBMISSION

Candidates meeting the required criteria should submit their applications at <http://www.njp.gov.pk> within 15 days of publication of the advertisement. No hard copy of application shall be accepted and all applications must be sent via NJP online. Shortlisted

candidates who are working in Government sector are required to produce NOC at the time of interview.