

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 credentials verification. 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 or email at deep.consultant@moitt.gov.pk.

Section Office IT

Ministry of IT and Telecom

7th Floor, Kohsar Complex

Pakistan Secretariat

F-5, Islamabad

Telephone: 051-9215348

Hiring for Project Positions Under DEEP PIU-Ignite

TERMS OF REFERENCE

Announcement Reference no:	1-1/2024-IT	Date	31 August 2025		
Project	Digital Economy Enhancement Project (DEEP) (P174402)				
Position Name	Gender Specialist, IGNITE (DEEP)	Position ID	PK-MoITT-469394-CS-INDV		
Vacancy	1	Type of Contract	Individual	Duration of Project	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 Executing Agency of the project with implementation support from (i) Board of Investment (BoI), (ii) National Database and Registration Authority (NADRA), (iii) Ignite – National Technology Fund and (iv) National IT Board (NITB),

PROJECT DESCRIPTION

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

Ignite - National Technology Fund, under the Ministry of IT & Telecommunication focuses on fourth industrial wave tech and ecosystem development initiatives to create a knowledge economy in Pakistan. Its national network of incubators nurtures startups, while the tech innovation grants are offered to innovative, deep tech projects. The Ignite known for its expertise in technology entrepreneurship, is mandated to establish and operate CITL. By

leveraging civic technology and innovation, it aims to enhance citizen engagement, improve citizen centric services, and foster transparency.

OBJECTIVES OF THE ASSIGNMENT

The primary objective of Gender Specialist will be to ensure gender-responsive design and implementation of project activities, promoting digital literacy and women's empowerment in the digital economy, with a focus on STEM and tech-related fields, and to identify and address gender-based barriers to digital inclusion. This position involves developing gender-responsive strategies, conducting gender analysis, and ensuring that all project activities promote gender equality for the digital inclusion and literacy. S/he will work closely with project stakeholders, including government agencies, startups, academia, communities and public at large, to foster an inclusive and equitable approach to digital services and technology innovation. The candidate in collaboration with the M&E team will design tools and mechanisms to monitor and evaluate gender equality outcomes, in compliance with the set indicators under the project. This position will play a crucial role in ensuring that gender considerations are integrated into all the components of the Digital Economy Enhancement Project (DEEP).

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

1. Develop and implement a gender strategy and action plan for DEEP, ensuring that gender considerations are integrated into all project components.
2. Conducting gender analysis, to identify gender gaps and barriers in digital services and technology access.
3. Designing and delivering gender-sensitivity training and facilitating workshops/webinars on gender equality, inclusion and literacy in tech.
4. Advocating gender-inclusive digital policies and collaborating with tech hubs, incubators, and academia to promote gender diversity and to design and implement gender-responsive activities.

5. Supporting initiatives to increase women's participation in digital skills training, entrepreneurship, and leadership, and developing mentorship and networking programs.
6. Establishing gender-disaggregated indicators, tracking progress, and conduct monitoring and evaluation of project activities on gender equality and women's empowerment.
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) Facilitate gender-responsive community engagement and consultations to ensure diverse perspectives are included in project planning and implementation.
- 4) Work in collaboration with project teams, stakeholders, and communities to create an inclusive environment that fosters social innovation and enhances citizen engagement.
- 5) Represent the project in gender-related forums, conferences, and meetings to build partnerships and promote gender equality initiatives.
- 6) Prepare regular reports documenting progress on gender integration and the impact of project interventions on women and girls
- 7) Ensure compliance with the World Bank's Gender and Digital Inclusion guidelines and requirements, adapting methods and reports as needed to meet the standards.
- 8) Ensure Gender analysis findings and work plan are well documented in reports.

QUALIFICATION AND EXPERIENCE

- 1) Minimum 16 years education from a reputable/HEC-recognized university in Development Studies, Gender Studies and/or Social Sciences.

- 2) Minimum 08 years of post-qualification experience exclusively in gender mainstreaming, women empowerment in tech/STEM and education, focusing primarily on digital inclusion.
- 3) Strong understanding of gender issues in STEM, digital economy and entrepreneurship.
- 4) Experience in policy advocacy, capacity building, and gender-responsive M&E.
- 5) Excellent communication, interpersonal and stakeholder engagement skills.

ADDITIONAL SKILLS / EXPERTISE

- 1) Ability to work effectively in a multicultural environment and with diverse stakeholders.
- 2) Experience in World Bank and/or other donor-funded projects.
- 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 be finalized at the end of contract expiration upon mutual agreement.

REPORTING OBLIGATIONS

1. The Gender Specialist will report to the Project Director Ignite PIU, Digital Economy Enhancement Project (DEEP).

SELECTION METHOD

Procurement will be carried out in accordance with the Open Competitive Selection of Individual Consultants in accordance with Bank's Procurement Regulations for Borrowers for Goods, Works, Non-Consulting and Consulting Services and applicable to Investment Project Financing (IPF) hereinafter referred to as "Regulations" dated September 2023.