

Gender expert position at Institut de Ciències del Mar, CSIC (Barcelona).

<http://www.icm.csic.es/>

The Institut de Ciències del Mar (ICM), CSIC is seeking a highly motivated professional on gender equality to join our centre in Barcelona, Spain. The professional will work on the EC-funded, H2020-SwafS-2018-2020 project 'Leading Towards Sustainable Gender Equality Plans in research performing organizations' (LeTSGEPs) that aims at connecting 6 Research Performing Organizations in the design and implementation of Gender Equality Plans (GEPs). The project seeks to design actions and implement measures that will lead to systemic institutional change and address gender bias in Research Organizations at a very initial stage of gender equality measures implementation such as ICM.

The professional will not only be responsible for actions pertaining to the above mentioned project, such as the elaboration of the Gender Equality Plan for the ICM, but will also develop Gender Budgeting rationale and proposals for the center.

Position profile

The tasks involved in the position include:

- To implement the preparatory activities for the planning of GEPs based on a Gender Budgeting approach;
- To explore the current landscape of Gender Budgeting in the ICM;
- To assess the internal procedures of the ICM so as to identify gender bias at an organizational level and advise accordingly the required measures and actions for ensuring gender equality;
- To develop training materials and concepts on gender equality and gender budgeting for different institutional target groups in the ICM;
- To implement training within the project consortium raising Gender equality knowledge and ensure the exchange of experiences and networking among project partners;
- To develop, implement and monitor a tailor-made GEP for the ICM in a participatory way and pursue adjustments if necessary;
- To develop qualitative and quantitative process monitoring and evaluation tools tailor-made for LeTSGEPs;
- To support the Gender Equality capacity building in the ICM through continuous reflection and feedback during the assessment, training, planning and implementation phase;
- To examine the goals achieved through a summative evaluation based on performance indicators.

- To contribute in the development of effective tools for communication and dissemination during the lifetime of the project, according to the different targets and including the project identity, the design of a sound project storytelling, a communication toolkit, the project website and a publication plan;
- To develop and implement, during the lifetime of the project, a strategy to build up and maintain a high level of commitment and participation at ICM, both inside the institution and outside with the rest of the partners and relevant stakeholders.

Profile of the suitable candidate for the position

Third level qualifications are required (graduate, master or above) and experience with GEP approaches is required. The candidate must be proficient in English (the official language of LeTSGEPs) and Spanish, have excellent communication skills (written and oral), and a demonstrated experience in managing, or working with, Gender Equality issues (analysis, planning, implementation, monitoring, reporting). The candidate must be skilled in personal productivity tools (e.g., Office suite of applications or similar) and capable of working as part of a team with or without supervision.

Conditions of the position

A full-time position for 3 years is offered. Salary will depend on the candidate's experience and qualifications. The candidate will join the Equality Committee of ICM. Besides the Equality Committee, the candidate will also join the ICM meetings, networking and communication department.

The expected starting date is April 2020 but alternative dates can be discussed.

Application

Please send your CV (including the contacts of potential references) and a cover letter, briefly describing your suitability and motivation for this position, before the 15th January 2020 by e-mail to Esther Garces: esther@icm.csic.es and Elena Torrecilla torrecilla@icm.csic.es. Please include "LeTSGEPs position" in the subject of your e-mail. Candidates may be asked to attend a selection interview in Barcelona.