

REQUEST FOR EXPRESSIONS OF INTEREST

MINISTRY OF FINANCE REPUBLIC OF TAJIKISTAN

ACCESS TO MARKETS AND ADAPTATION FOR LIVESTOCK (AMAL) PROJECT

CHIEF GENDER AND SOCIAL INCLUSION SPECIALIST

RFP Reference No.:	MOF/AMALP/CS/IC/2026-6
Grant No.:	2000006040
Country:	Republic of Tajikistan
Duration:	12 months with possibility of extension
Issued on:	July 16, 2026
Deadline:	04.08.2026

The Access to Markets and Adaptation for Livestock (AMAL) Project seeks to increase incomes, nutrition and resilience through more productive, climate-adapted and inclusive livestock value chains. The Project targets smallholder livestock farmers, pastoralists, related MSMEs, women, youth and rural communities in selected districts of Tajikistan.

The Project will be implemented in selected districts of Khatlon, Sughd and the Districts of Republican Subordination. It consists of three main components:

- Component 1 – Improving Livestock Productivity and Climate Resilience;
- Component 2 – Market Access, Enterprise Development and Improved Nutrition; and
- Component 3 – Enabling Policy Environment and Project Management.

The Project includes activities related to community investments, livestock services, market infrastructure, enterprise development, access to finance, nutrition and policy support. These activities require systematic attention to environmental, social and climate risks, gender equality, youth inclusion, social inclusion, stakeholder engagement and grievance redress. The Financing Agreement specifies that the Project presents moderate social, environmental and climate risks and must be implemented in accordance with IFAD's Social, Environmental and Climate Assessment Procedures, relevant management plans and applicable reporting requirements.

In this context, the PIU intends to recruit a SECAP, Gender and Social Inclusion Specialist. The Specialist will support integration of environmental and social safeguards, gender equality, youth inclusion, social inclusion and grievance redress requirements into project planning, implementation, monitoring and reporting. The Specialist will also provide guidance to project staff, implementing partners, contractors and service providers, monitor environmental and social risks, support stakeholder consultations and provide inputs for project reports, supervision missions and reviews.

Tasks and Scope of Services

The SECAP, Gender and Social Inclusion Specialist shall be responsible for the following:

- Environmental and Social Safeguards
 - Support implementation of SECAP-related requirements under the AMAL Project.
 - Review project activities to ensure compliance with applicable environmental and social requirements.
 - Support preparation, review and implementation of site-specific environmental and social management instruments, where required.
 - Monitor environmental and social risks associated with project activities, including infrastructure, enterprise development, market access and access to finance activities.
 - Provide technical guidance to project staff, partners, contractors and service providers on environmental and social compliance.
 - Monitor implementation of mitigation measures and recommend corrective actions where required.
- Gender and Social Inclusion
 - Support mainstreaming of gender equality, youth inclusion and social inclusion across project activities.

- Provide guidance to PIU staff, implementing partners and service providers on gender-responsive and socially inclusive implementation.
 - Support measures to ensure participation of women, youth and vulnerable groups in project-supported activities.
 - Review project documents, training materials, communication products and reports to ensure adequate integration of gender and social inclusion considerations.
 - Support collection and use of sex-, age- and vulnerability-disaggregated data for monitoring and reporting.
 - **Grievance Redress and Stakeholder Engagement**
 - Support implementation and monitoring of the project Grievance Redress Mechanism.
 - Ensure that grievance channels are accessible, inclusive, confidential and responsive to the needs of project beneficiaries and stakeholders.
 - Support documentation, tracking and reporting of grievances in coordination with relevant project staff.
 - Provide guidance on handling sensitive complaints, including issues related to gender-based violence, sexual exploitation and abuse, sexual harassment and potential retaliation.
 - Support stakeholder consultations and ensure participation of women, youth and vulnerable groups.
 - **Compliance and Reporting**
 - Monitor compliance with IFAD SECAP requirements, environmental and social management measures, gender and social inclusion requirements, and project procedures.
 - Prepare inputs for quarterly, semi-annual and annual progress reports.
 - Provide inputs for IFAD supervision missions, implementation support missions, mid-term review and project completion activities.
 - Support implementation of recommendations arising from supervision missions, safeguards reviews and audits.
 - **Capacity Building**
 - Support training and awareness-raising activities for PIU staff, CIIP-CEP, implementing partners, contractors, service providers and beneficiaries on SECAP, gender, social inclusion and grievance redress requirements.
 - Prepare guidance notes, checklists and practical tools for environmental and social compliance, gender mainstreaming and inclusion.
 - Support knowledge sharing on good practices related to environmental and social safeguards, women's participation, youth inclusion and social inclusion.
 - **Other Duties**
 - Perform other duties related to environmental and social safeguards, gender, social inclusion and compliance as may be assigned by the Project Coordinator.
 - **Expected Deliverables**
 - SECAP, environmental and social requirements integrated into project implementation.
 - Gender and social inclusion considerations reflected in project activities, reports and monitoring systems.
 - Grievance Redress Mechanism supported and monitored.
 - Environmental and social risks identified and mitigation measures followed up.
 - Inputs provided for project reports, supervision missions and reviews.
- Training and guidance provided to project staff and partners.

Qualifications and Experience

The SECAP, Gender and Social Inclusion Specialist should satisfy the following qualifications and criteria:

- Bachelor's degree in environmental science, environmental management, social sciences, sociology, gender studies, rural development, development studies, agriculture, public administration or related field. A Master's degree will be an advantage;
- At least five (5) years of relevant professional experience in environmental and social safeguards, gender, social inclusion, community development, rural development, project implementation or related fields;
- Experience working with development projects, public programmes, international organizations or donor-funded projects will be an advantage;
- Knowledge of environmental and social safeguards, gender mainstreaming, social inclusion, stakeholder engagement and grievance redress principles;
- Familiarity with IFAD SECAP or environmental and social safeguard requirements of other international development organizations will be an advantage;

- Experience in preparing or reviewing environmental and social management documents, monitoring reports, training materials or stakeholder engagement documentation;
- Strong analytical, communication, coordination and report-writing skills;
- Ability to work effectively with Government institutions, implementing partners, communities, contractors and service providers;
- Excellent knowledge of Tajik and Russian languages;
- Working knowledge of English;
- Strong computer skills, including Microsoft Office applications.

Specialist will be selected according to the procedures set out in IFAD's Procurement Manual (September 2010 edition).

Further information can be obtained at the address below during office hours from 08:00 to 17:00 local time, Monday to Friday.

Interested specialists must submit CV, two Recommendation letters and a cover letter in Tajik and English languages with indication of the position name to the address below (in person or by e-mail) by August 04, 2026 (17:00 Dushanbe time)

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