



InnovAgroWoMed

JOB VACANCY

- Researchers in women empowerment and agri-food sector for the InnovAgroWoMed project

(ad-hoc staff)

Ref: Innov_004_2020

Project title: Social Innovation in the Agri-food sector for Women's Empowerment in the Mediterranean Sea basin

Thematic objective: A.3 Promotion of social inclusion and the fight against poverty

Priority: A.3.1 Professionalization of young people (NEETS) and women

Countries / Project coverage: Italy, Spain, Tunisia, Palestine

Dead line for application **June 30, 2020**

<http://www.enicbcmmed.eu/projects/innovagrowomed>

About the project

On both sides of the Mediterranean Sea, there is a common trend in terms of low women empowerment and participation in the labor force. InnovAgroWoMed project aims at boosting women labor participation and entrepreneurship, by leveraging on the potential of the agri-food sector - an industry closely linked to the cultural identity of the Mediterranean region - and showing a significant level of untapped potential in terms of innovation and growth. While countries such as Spain and Italy feature comparatively high levels of growth in the agri-food sector, albeit, with very low levels of women participation, the MENA agricultural business is still fragmented, and with low women employment. This project focus on two European regions (Valencia, Spain and Sicily, Italy) and two MENA areas (Béja and Médenine in Tunisia, and Palestine), identified as suitable for the implementation and scaling up of a sustainable value model in the agri-food sector: Rural Social Innovation (RSI). RSI redefines the boundaries between organizations and the community, addressing broader societal challenges by seeking economic, social and environmental sustainability, balancing tradition and innovation and explicitly seeking community development at the local level.

The innovative RSI model, tailored according to the local needs, ensures that the women after the intensive training programs will have the necessary skills to be competitive and more prepared to find a job or become entrepreneurs. This will allow them not only to find a job but also a “sustainable” and desirable job as it will transform them into real agents of change in the rural contexts they live in, reducing poverty and boosting social inclusion.

InnovAgroWoMed (<http://www.enicbcmmed.eu/projects/innovagrowomed>) is a 3 years project funded at 87% by the European Union for a global amount of EUR 2,8 million. It is implemented and co-financed by University of ROME Tor Vergata - **UTV** as a lead beneficiary and **CESIE** a European study and initiative center, Jóvenes hacia la solidaridad y el desarrollo – **Jovesolides**, the Palestinian Business Women Association - **Asala** and Center of Arab Women for Training and Research - **CAWTAR**.

As part of its activities within the framework of the Project, CAWTAR is in charge of developing the Training Model (WP3).

The activities which will be undertaken by the researchers are:

Job description

Activities to be undertaken for the development of the Training Model

WP 3 will be focused on designing an Innovative Training Model based on the Rural Social Innovation paradigm (RSI) and tailored on local needs and habits.

- Investigate how the rural social innovation paradigm can be applied to the agri-food sector in Beja and Medenine to create new and sustainable job opportunities for young women
 - Define the local context: such as income levels, gender inequalities, education levels, skill sets with a focus on agriculture in the 2 regions.
 - Identify and provide a description role of the relevant decision makers and stakeholders in agriculture in Tunisia and in the 2 regions (by way of example: Ministry of Agriculture,

local decision makers, gouverneur of Beja and Medenine, the Conseil Régional, the private sector, the mayors and any other relevant stakeholder to be identified within the context of the Training Model).

- Provide a description of civic engagement in Tunisia in general and in the 2 regions: with focus on agri-food i.e. for instance if there are associations that are involved in agri-food (by way of example - Association Tunisienne d'agriculture Environnementale).
Desk-top research will be carried out with a few interviews to relevant stakeholders such as: representative from Ministry of Agriculture, representative of governorate, mayor, private sector, associations. Interviews will be relevant and limited in numbers. Qualitative results will be sought over quantitative ones.
- Analyse the drivers and barriers that are preventing women's employability and self-employability
There two types of drivers and barriers identified in the Project are either cultural, educational and relational or normative and economic. An analysis of these drivers and barriers will be performed to provide a pragmatic and truthful image of:
 - The way in which women are involved in the agri-food market, the potential for innovation in the market and in the associations.
 - The legal forms of companies available that are successfully used in agri-food business such as for example cooperatives. Provide the number of men employed and self-employed versus women.
 - The policy context and consider what could increase the participation of women in order to understand the dynamics of employment and entrepreneurship.
- Identify and explain the attitude of the public administration towards social innovation and their approach to it, for instance whether:
 - In Tunisia in general and in Beja and Medenine in particular public administration has a top down or bottom up approach.
 - In order to achieve this objective, the research will notably take into account the Tunisian five-year plan for 2016-2020, the National Financial Inclusion Strategy and the National Employment Strategy for 2014-2017.
- Research the relevant innovative agro-food products and sectors in Beja and Medenine and identify those with higher potential employability for women
The agro-food food market should be analysed in relation to its potential sustainability and social inclusion:
 - Analyse if the market is sensitive towards sustainability, if there are social inclusive and environmentally sustainable initiatives in Tunisia and in the two regions.
 - Describe the existing incentives and norms and their potential.
 - Describe how the industry operates and the entrepreneurial approach; whether it is cooperative, if entrepreneurs create or participate to networks, if there is a culture of sustainability.
 - Report on the approach adopted by 2 or 3 relevant stakeholders on a local level.
- Analyse relevant skills in agri-food sector, cross-cutting skills and sectorial skills

¹ ENI CBC MED Programme First call for standard projects Application Form template
08.03.2017 Final draft p13

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Address the human resources requirements of the industry in the agri-food sector, whether it involves technology, innovation, sustainability, social inclusion:

- Define the skills that are relevant to the agri-food sector (for instance agri-food engineer, food researcher, food safety researcher) and whether these are available in Tunisia and in the two regions.
- Describe the existing trainings available in Tunisia and in the two regions and see if the requirements of the industry are addressed.
- Identify two main job profiles and required marketable skills, with specific reference to jobs/skills matching and entrepreneurial opportunities
 - The previous analysis should lead to the identification of the main job profiles and required marketable skills.
 - These should be analysed and reviewed with 2/3 relevant stakeholders in order to define the appropriate training needs.

Scope and Deliverables of the ad-hoc Researcher,

All the activities undertaken by the Researcher will be reviewed by the CAWTAR Management and supported by a member of the CAWTAR staff (Member of the Staff) who will help the Senior Researcher in the execution of his/her activities. The Member of the Staff will reserve specific time for the execution of the tasks related to the Project.

- Launch and undertake the research related to the Innovative Training Model described above.
- Identify, analyse the information collected and draft a 40 to 50 pages Innovative Training model document, based on the documentation gathered and the interviews that were made, as described above. The Innovative Training Model t will be used to design and implement the training program (WP4) and placement initiatives (WP5).
- Participation to orientation and presentation meetings of the ENI InnovAgroWoMed Project (Project). The Researcher will be invited to all the meetings organized by the Project.

Timeline - Contract duration:

July 1, 2020 to December 31, 2020

Language:

The Training Program will be provided in English, CAWTAR being in charge of translations. The Member of the Staff will support the Senior Gender Researcher in translating documents or contacts with stakeholders from Arabic if necessary.

Specific Requirements

- Demonstrate at least 10 years' working experience in the field of gender and women empowerment in Mediterranean region.
- A bachelor or Master degree in business or other equivalent degrees.
- Experience with CSOs and Agrofood stakeholders.
- Strong management skills including ability to provide strategic guidance, technical oversight, mentor staff, build strong teams, develop workplans, and manage budgets and project expenditures;

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- Good multi-cultural and interpersonal skills with experience in networking with partners at all levels (ministry, donors, private sector, NGOs and local community based organizations);
- Experience working with or in international organizations with implementation of participatory projects;
- Proven written, analytical, presentation and reporting skills and demonstrated computing skills;
- Fluency in spoken and written English, preferably bilingual, but at least working knowledge (spoken and written) of French;
- Excellent interpersonal, written and verbal communication skills (English) including active listening skills.
- Demonstrate good organization, problem solving, and teamwork skills
- Be flexible with a high commitment to achieving deadlines
- Demonstrate adaptability to differences in age, culture, gender, nationality and religion

Application

Interested parties must send the application form (template attached), their CV as well as a copy of the ID card by post or deliver them directly to the CAWTAR Central Order Office against discharge, at the following address:

7 impasse n °1, rue 8840, Center Urbain Nord, Cité el khadhra, Tunis, Tunisia. (Next to ALESCO).

The application file must be addressed to Dr. Soukeina Bouraoui, CAWTAR's Executive director with the following specification: "Selection of a Researcher in women empowerment and agri-food sector for CAWTAR / Tunisian partner within the framework of the InnovAgroWoMed project "Do not open» Ref: Innov_004_2020.

Offers received after the date and time mentioned and / or not including the requested documents will not be considered.

Selection procedure

The selection will be made on two levels

1 / CVs

2 / Interview

Annexes

Application form

Project summary

Contact

Tél: 00216 71 790 511

Mail: hedi.finance@cawtar.org