

Position Description

GEDSI Specialist



Position Title	GEDSI Specialist
Program	Australia Cambodia Partnership for Climate Resilience (ACP4Climate)
Supervisor	GEDSI Lead
Location	Phnom Penh, with regular travel to program sites and locations across Cambodia.

Tetra Tech International Development

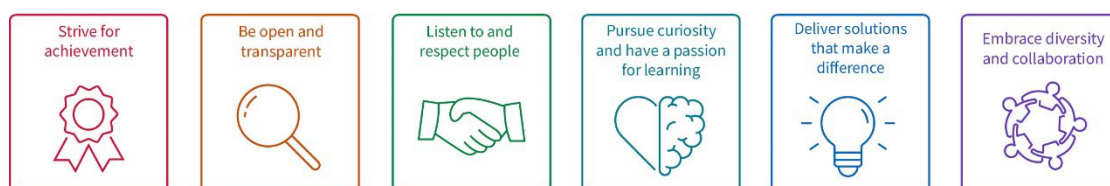
Tetra Tech has a 40-year history in successfully delivering international development projects on behalf of donors right around the world. Our people work side by side with local partners to support stability, economic growth and good governance, positively changing people's lives.

Tetra Tech International Development is part of global consulting firm Tetra Tech. The International Development team implements and manages projects designed to strengthen social and economic infrastructure and improve the lives of people in the Asia Pacific region.

We strongly encourage applicants from women, people with disability, ethnic minorities, Indigenous Peoples, LGBTQI+ individuals and other underrepresented groups to apply.

Our Values

We are a values-based organisation, and our values reflect who we are and what we stand for, and strengthen our engagement with colleagues, partners and clients through our shared values and behaviours.



Overview of Program

The Australia Cambodia Partnership for Climate Resilience (ACP4Climate) is the flagship climate investment of the Australian Government in Cambodia. Supported by the Australian Department of Foreign Affairs and Trade (DFAT), ACP4Climate helps Cambodia adapt to and reduce vulnerability to climate change through improved integrated water resource management and strengthened community-based resilience.

Tetra Tech International Development implements ACP4Climate in partnership with the Royal Government of Cambodia. ACP4Climate works with government, private sector, and civil society partners to strengthen national and subnational water planning, guide climate-resilient water investments, and scale inclusive and innovative solutions for climate-resilient water management. ACP4Climate works closely with women, people

with disability, Indigenous Peoples, and marginalised groups to ensure that they shape and benefit from improved water governance.

Purpose and Objectives

The GEDSI Specialist supports the integration of Gender Equality, Disability and Social Inclusion (GEDSI) across ACP4Climate and is a key implementer of the Program's GEDSI Strategy and Action Plan. Working under the direction of the GEDSI Lead, the role independently delivers assigned GEDSI activities, provides practical technical advice and quality assurance, and supports program teams, partners and stakeholders to strengthen GEDSI practice across design, implementation, grants, monitoring, learning and engagement. This role also supports safeguarding across ACP4Climate implementation in coordination with safeguarding focal point.

Key Responsibilities

Key Responsibilities Include:

- Implement agreed priorities under the ACP4Climate GEDSI Strategy and Action Plan and annual work planning processes.
- Provide practical GEDSI advice and technical support across program design, implementation, partnerships, grants and program systems.
- Independently deliver assigned GEDSI activities, technical inputs, assessments, capacity strengthening and stakeholder engagement.
- Support program teams and partners to strengthen gender equality, disability equity and rights, Indigenous Peoples' participation and broader social inclusion across program activities.
- Review and provide quality assurance on relevant program strategies, technical products, plans, tools, grant activities and implementation approaches from a GEDSI perspective.
- Work with the MERL team to strengthen GEDSI-related monitoring, evidence, learning and reporting and support the use of evidence to improve program delivery.
- Strengthen the GEDSI capability of program staff, partners and government counterparts through technical advice, coaching, facilitation, training and practical resources.
- Coordinate with government, civil society, representative organisations and other stakeholders on GEDSI activities, while supporting the GEDSI Lead in managing key institutional relations
- Support appropriate consideration of safeguarding and PSEAH within GEDSI activities and advise program teams and partners on relevant GEDSI-related requirements and risks.
- Contribute to field monitoring, partner and grant engagement, reporting and other program activities where GEDSI technical input is required

Selection Criteria

Qualifications

- Bachelor's degree, Master's preferred, in gender, social sciences, development studies or a related field, or equivalent relevant professional experience.

Experience

- Minimum five years experience working on gender equality, disability inclusion or social inclusion within development programs.
- Demonstrated experience applying GEDSI approaches across program design, implementation, partnerships and/or institutional strengthening.

Selection Criteria

- Demonstrated experience working across gender equality, disability equity and rights, Indigenous Peoples and broader social inclusion, including intersectional approaches.
- Experience providing technical advice, quality assurance, facilitation and capacity strengthening to program teams, partners or other stakeholders.
- Experience working with government, civil society and representative organisations, including organisations of persons with disabilities and Indigenous Peoples' organisations.
- Experience working with DFAT-funded or other international development programs is desirable.
- Experience in climate resilience, water governance, grants, MERL or related sectors is desirable.

Knowledge and Skills

- Strong knowledge of GEDSI approaches and their practical application in development programming.
- Sound understanding of disability equity and rights, Indigenous Peoples' participation, gender equality and intersectionality.
- Sound understanding of safeguarding and PSEAH principles and their relationship with GEDSI programming.
- Strong analytical skills and ability to translate GEDSI concepts into practical program approaches and recommendations.
- Strong communication, facilitation, capacity strengthening and stakeholder engagement skills.
- Ability to review and provide GEDSI quality assurance on technical products, plans, tools and implementation approaches.
- Strong written and spoken Khmer and English.
- Ability to work effectively across multidisciplinary teams and independently deliver assigned technical work.

Personal Attributes

- Demonstrated commitment to gender equality, disability equity and rights, Indigenous Peoples and social inclusion.
- Strong interpersonal skills and ability to build respectful relationships with diverse stakeholders.
- Collaborative, adaptable and solutions-focused approach to work.
- Sound judgement, professionalism and discretion when working on sensitive issues.
- Ability to work respectfully and effectively across different cultural, institutional and community contexts.

Desirable

- Experience supporting GEDSI related programming on climate change, water governance and other environment focused programming

This position is reserved for Cambodian Nationals.

Code of Conduct

In accordance with Tetra Tech's Code of Conduct and Client Service Standards, all staff are expected to display professional behaviour, communicate respectfully, and perform their duties responsibly.

Child Protection

Tetra Tech is committed to protecting the rights of children. We reserve the right to conduct police checks and other screening procedures to ensure a child-safe environment.

Gender Equality, Disability and Social Inclusion

Selection Criteria

Tetra Tech International Development does not discriminate on the basis of ethnicity, race, colour, religion, disability, sex, sexual orientation, gender identity or expression, national origin, veteran status, marital status, or any other identity. We strongly encourage applications from minoritized groups and promise to ensure our application process is accessible and inclusive.

Preventing Sexual Exploitation, Abuse and Harassment, Modern Slavery and Safeguarding

Tetra Tech has a zero-tolerance approach to sexual exploitation, abuse and harassment ('SEAH'), child abuse and exploitation, modern slavery and safeguarding related retaliation, and this zero-tolerance extends to inaction. Tetra Tech is committed to being a child safe organisation, and to promoting a culture that supports gender equality, and addresses the gendered drivers of violence against women and children. It is committed to fostering a culture where we prevent and respond decisively and appropriately to harm against people, and that all people are treated with dignity and respect, irrespective of country, program, or office where we work. This will require compliance with Tetra Tech's Safeguarding and other Codes of Conduct and our associated safeguarding policies (Child Protection and Child Safety, Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH) policy and procedure, and Modern Slavery. Any successful applicants will be required to undertake satisfactory referee and criminal record checks prior to being appointed to any position.

Tetra Tech does not charge money or any kind of fee at any stage of the recruitment process (this includes applications, interviews, meetings, processing, administration, service and training).

Tetra Tech will never ask for sensitive information, such as bank account or other login details, including username or password.

A position description is not intended to limit the scope of a position but to highlight the key aspects of the position. The requirements of the position may be altered in order to meet the changing operational needs of Tetra Tech International Development.