JOB DESCRIPTION FOR LEAD- GENDER- PRINCIPAL SCIENTIST

Job Title: Lead – Gender – Principal Scientist

Job Code: LG-20324-C

M.S Swaminathan Research Foundation is looking for a Gender Lead. This involves taking a leading role in conducting and advancing research on gender-related issues, promoting gender equality, and informing policies and practices to address gender disparities. This is a senior position at MSSRF that will provide leadership in the areas of gender mainstreaming in planning, implementation and monitoring of various developmental projects being undertaken by MSSRF.

- **Qualifications:** PhD in a relevant field such as Gender Studies, Women's Studies, Sociology, Anthropology, Development Studies, or additional qualification in Gender**.**
- **Experience:** Minimum 10 years of experience in Gender research in agriculture/food systems/Natural resources management, with a track record of leading research projects and securing funding from government agencies, foundations, or international donors**.**
- **Setting Research Agendas:** To define research priorities and agendas, identifying key questions and areas of inquiry within the field of gender in the different projects undertaken by MSSRF. Develop a strategic document on gender in the interface of agriculture and natural resource management with a clear operational plans.
- **Promoting Interdisciplinary Collaboration:** To be gender research leader, who foster collaboration across disciplines (agriculture/NRM/livelihoods), bringing together scholars, practitioners, policymakers, and activists to address complex gender issues from intersectional perspectives.
- **Capacity building:** To build. the capacities of the team members of MSSRF at different levels in integrating and mainstreaming gender adopting project cycle approach. Based on the need specific programmes needs to be organized at the cross-programme levels
- **Securing Research Funding:** identifying funding opportunities from government agencies, philanthropies, foundations, or private donors, and developing competitive grant proposals to secure research grants
- **Disseminating Research Findings:** To communicate research findings through publications in academic journals, books, reports, and other scholarly outlets.

  To engage in public outreach and knowledge translation activities to disseminate research findings to broader audiences, including policymakers, practitioners, and the general public.

  Informing Policy and Practice: To play a crucial role in translating research findings into actionable recommendations for policymakers, practitioners, and advocacy groups and engage in policy discussions.

- **Continuous Learning and Professional Development:** To be dynamic nature of economics and statistics, Leads stay abreast of the latest research methodologies, statistical techniques, and economic theories. To engage in continuous learning and professional development activities such as attending conferences, workshops, and training programs to enhance their skills and knowledge.

Required Competencies:

- **Technical Skills:** Research Methodologies proficiency in qualitative and quantitative research methodologies, including data collection, analysis, and interpretation, is essential for conducting gender-focused research effectively including software such as SPSS, STATA, R, or NVivo, to handle big data and conducting rigorous research.
- **Empowerment:** Commitment to empowering individuals, particularly women and marginalized communities, by creating opportunities for leadership, skill development, and meaningful participation in decision-making processes
- **Ethical Leadership:** Adherence to ethical principles and values, including integrity, transparency, and accountability, in all aspects of leadership and decision-making.
  Ability to articulate a clear vision and strategic direction for gender equality initiatives, inspiring others to contribute towards achieving organizational goals.
  Inclusive Decision-Making: Capacity to foster a collaborative and inclusive decision-making process, valuing diverse perspectives and ensuring the participation of marginalized groups in gender-related initiatives.
- **Community Engagement:** Capacity to engage with grassroots organizations, community leaders, and marginalized groups to understand their needs, priorities, and perspectives, and to co-create gender-responsive solutions. Advocacy and Influencing skills in advocacy and persuasion to mobilize support for gender equality agendas, influence policy decisions, and effect positive change at local, national, and international levels.
- **Networking Events:** Participation in networking events, conferences, and forums focused on gender equality and women's rights to build professional connections, share knowledge, and stay updated on emerging trends and best practices. Social Media and Online Networking utilization of social media platforms and online networks to connect with like-minded individuals and organizations, amplify advocacy efforts, and raise awareness about gender issues.

Any other professional assignments including organizing events as directed by the Executive Director and Chairperson.