

## CALL FOR CONSULTANCY SERVICE

**Title** : Gender Consultant  
**Duration** : December 2025 to May 2026 (six months)  
**Location** : Remote  
**Reports to** : Program Head

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### Background

Myanmar is undergoing a profound political and social transformation in the aftermath of the 2021 coup, marked by fragmented authority and the rise of multiple governance actors across regions. These actors operate under varying imperatives: some are driven by governance needs and survival imperatives, while others are motivated by a vision for systemic change and inclusive governance.

ISP-Myanmar is conducting a research projects on Naypyitawlogy, territorial self-governance (TSG) and Conflict Economy. In this regard, ISP-Myanmar plans to integrate gender considerations in these research projects.

First of all, the ISP plans to employ gender responsive research design by using gender sensitivity approaches and gender responsive questionnaires throughout the research process. Since the beginning of the project, the ISP would like to ensure gender-balanced data collection methods, including interviews, surveys, and FGDs with diverse gender groups, to capture a wide range of experiences and insights.

Second, ISP-Myanmar plans to incorporate gender sensitive analysis by integrating a gender lens when developing the concept note for each research component.

Regarding the conflict economy and TSG, it is important to explore gendered impacts of conflict in terms of examining how conflict economy and resource governance challenges uniquely affect women, youth, and marginalized genders in selected areas.

We can also examine the access to resources by investigating gender disparities in access to resources, services, and economic opportunities within conflict-affected communities, with a focus on how gender influences the ability to navigate and manage resources.

In this regard, ISP is seeking a Gender Consultant to provide technical guidance, research inputs, and analytical support to mainstream gender considerations across ISP-Myanmar's

projects, including research and field-based activities.

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### **Objective of the Consultancy**

The consultant will ensure that gender dimensions are systematically integrated into the research framework, data collection, analysis, and recommendations— enhancing understanding of how women, men, and gender minorities experience and influence especially for the territorial self-governance and conflict economy processes in Myanmar's diverse contexts.

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### **Key Responsibilities**

1. **Gender Framework Development**
    - o Develop a gender analysis framework tailored to research projects
    - o Identify key gender indicators related to participation, representation, decision-making, and access to justice/service delivery.
  2. **Tool Review and Integration**
    - o Review research instruments (e.g., interview guides, field questionnaires) to ensure gender-sensitive design.
    - o Provide guidance to ISP research team on ethical and inclusive data collection practices.
  3. **Capacity Strengthening**
    - o Facilitate an internal training for ISP-Myanmar's research team on gender-responsive research.
    - o Support development of checklists and best practices for integrating gender into field data collection and analysis.
  4. **Gender Analysis and Reporting**
    - o Contribute a **Gender Analysis Section** to the research reports
  5. **Coordination and Advisory Support**
    - o Liaise with the focal person, thematic experts, and local researchers to ensure alignment of the gender lens throughout the research cycle.
    - o Provide feedback on draft outputs and final report drafts.
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## Deliverables

1. Gender Analysis Framework and Indicators
  2. Reviewed and Revised Research Tools
  3. Internal Briefing/Training Session (PPT)
  4. Feedback on the research reports
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## Required Qualifications

- Advanced degree in Gender Studies, Political Science, Development Studies, or related field.
  - Minimum 7 years of professional experience in gender analysis, governance, or peacebuilding, preferably in Myanmar or Southeast Asia.
  - Strong understanding of local governance systems, ethnic administrations, and community decision-making structures in Myanmar.
  - Proven ability to integrate gender perspectives into policy or research projects in fragile/conflict contexts.
  - Excellent writing skills in English (Burmese language skills an asset).
  - Demonstrated commitment to inclusive, conflict-sensitive, and ethical research practices.
  - Prior experience working with think-tanks, international NGOs, or donor-funded research programs.
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## Application Process

Interested candidates are invited to submit:

1. A **CV** highlighting relevant experience
2. A **technical proposal or short cover letter** outlining approach to gender integration in governance and conflict economy research
3. **Financial Proposal** indicating the expected consultancy fees

Applications should be sent to [hr@ispmyanmar.com](mailto:hr@ispmyanmar.com) with the subject line "*Gender Consultant*" not later than **16th November 2025, 17:00 ICT**.

Only short-listed candidates will be individually notified and invited for a panel interview.

We welcome and encourage applications from women, minorities, and under-represented groups.