



We're hiring: Gender and Land Tenure Specialist (Junior, Mid, or Senior)

Resource Equity is a small but mighty not-for-profit with a mission to advance women's rights to land and natural resources around the world. We offer a truly flexible working environment that is supportive of work-life balance, and the chance to work with a team and partners who are leading experts on women's land and property rights. We're looking for a dynamic, committed, self-starter who is a great writer and communicator and has a critical eye for detail; we're hoping you'll be willing to roll your sleeves up and do what it takes to help Resource Equity achieve its mission, and have a good laugh along the way.

Job Summary: Within a variety of country contexts, the Gender and Land Tenure Specialist will provide policy, analytical and program implementation expertise on women's land rights, including marital property and inheritance, agricultural and forest land tenure security and governance, land rights formalization, land administration and management, private-sector investments in land, extractives, and resolution of land and related disputes among other things. Substantively our work makes critical links between women's land rights and human rights, economic justice, gender-based violence, health, food security, agricultural productivity, natural resource governance, and climate change.

In this role, you will conduct gender-and land tenure analyses (both from the desk and in the field) of laws, programs, and social-cultural contexts, and you will use that analysis to make concrete recommendations for action. You will draft briefing papers, policy memos, training modules, presentations, advocacy materials, laws/regulations, and other products. You will also take on responsibilities for managing assignments, projects, tasks, and contribute to seeking public and private funding, and may also be called on to contribute to operational activities such as proposal writing, budgeting, fundraising, and communications.

This is a full time position with the likelihood of international and domestic travel (when travel restrictions are eased) of up to 60 days a year. Our office has always been virtual - this will be a remote position.

Essential Job Functions:

- Performs gender-responsive legal framework analysis, research, and synthesis of topics and issues
- Undertakes and, at times, supervises fieldwork (e.g., rapid rural appraisal, key informant interviews, public meetings, workshops, surveys) to gather information about current land tenure conditions and the prospects for reform and implementation with specific focus on outcomes for women and their families.
- Makes policy, program and project recommendations that are practical, useful, and realistic, given country realities and resources.
- Provides technical inputs related to women's rights and gender, support integrating gender expertise across programs and projects, and ensure gender analysis is thoughtfully integrated at all stages of projects.
- Contributes to advocacy and communications efforts to elevate women's land rights in national, regional and international fora; represents Resource Equity in external advocacy, presentations and conferences.
- Collaborates with foreign government officials, other counterpart country nationals, civil society actors, and international aid agencies in the work.
- Manages relations and collaborates with donors, fee-for-service clients and public sector grantors. Prepares and reviews reports for these funders on a regular basis.

- Collaborates with and supports other Resource Equity specialists in team efforts.
- Contributes to the expansion and/or development of the Resource Equity programs and projects.
- Collaborates with partners on project implementation, deliverables and proposals.
- Manages projects including budgeting, human resource allocation and work planning, cost monitoring and control, monitoring travel schedules, and product preparation and delivery.
- Performs other management and administrative tasks as assigned.

Required Knowledge, Skills, and Abilities:

- A deep commitment to the mission of advancing women's land and resource rights.
- Dedication to working in a mission-driven environment
- Demonstrated experience working collaboratively with a range of people at all levels, across cultures, with humility and respect.
- Excellent research, analysis, synthesis, reasoning, and writing abilities
- Ability to analyze gender impact of gender-neutral laws and to craft legal arguments.
- Familiarity with legal, economic, sociological, agricultural, political, institutional, geographic, and anthropological concepts and information to an extent sufficient to permit the Specialist to initiate, participate in, manage, and create Resource Equity projects.
- Ability to develop concrete work plans and manage tasks, teams, people, funds, products, and other elements so that work is performed according to agreed budgets, schedules, delivery requirements, and staffing plans.
- Demonstrated ability to lead and work collaboratively as a member of teams; sensitivity and ability to establish respect, credibility and trust in a multicultural organization at all levels regardless of role within the team, including consensus building, communication and leadership skills; ability to partner with staff, stakeholder partners, and donors.
- English language proficiency, with Spanish, French, Arabic or Portuguese a plus.

Education and Experience:

- A graduate or professional degree in law, gender studies, international development, sociology, geography, anthropology, or related field, required. JD or LLM preferred.
- Level of experience depends on the level of role applying for (Junior 0-3 years; Mid 3-7 years; Senior 7+ years).
- Experience in international development, engaging in legal and policy research or advocacy and in the design and implementation of projects, including focus on the types of land issues mentioned above.
- Field-based experience is highly desired.
- Prior work experience in the international development space, either with an NGO, bi- or multilateral donor, or elsewhere is preferred.

To Apply: We're accepting applications on a rolling basis. Qualified candidates may apply by submitting a CV and cover letter to hr@resourceequity.org with the title "Gender and Land Tenure Specialist" in the subject line. Questions can be submitted to hr@resourceequity.org. Resource Equity is an Equal Opportunity Employer.