

Call for experts: Senior Non-Key Expert – Gender Country Profile Specialist

Development of a Comprehensive Gender Country Profile for Sudan

Landell Mills is seeking a highly experienced Gender Country Profile Specialist to work alongside a national Senior Non-Key Expert in developing a comprehensive, evidence-based and conflict-sensitive Gender Country Profile for Sudan.

About the project

The Gender Country Profile will provide a consolidated analysis of the current gender equality situation in Sudan and serve as a practical evidence base to inform European Union (EU) policy dialogue, programming, financing, coordination and advocacy. It will also provide a common analytical basis for the EU and its Member States, and will be publicly available to the wider donor community and other stakeholders.

The assignment will be undertaken in the context of the ongoing conflict in Sudan, which has profoundly affected governance structures, livelihoods, access to services, displacement patterns, protection risks and gender relations. The analysis will therefore need to be realistic and adaptable to a highly volatile and changing operating environment, recognising the limitations on data availability and stakeholder access that may arise in a conflict setting.

The Gender Country Profile will draw on existing pre-war and post-April 2023 evidence, including data, studies, assessments, gender analyses, sector analyses, evaluations, EU portfolio information, and findings from relevant missions and reports. Where feasible and safe, this will be complemented by key informant interviews and consultations with Sudanese civil society, women's rights organisations, women-led organisations, feminist actors, youth groups, humanitarian and development actors, donors and other relevant stakeholders.

The assignment will analyse both structural gender inequalities and the ways in which the conflict has altered gender roles, risks, opportunities and relations. Particular attention will be given to women and girls affected by displacement and conflict, while also recognising the gender-specific risks faced by men and boys.

About the role

- **Location:** Home-based/remote
- **Tentative number of working days:** 45
- **Period of implementation:** Early-mid 2027. This timeline accounts for the rainy season and provides a buffer for data collection in inaccessible areas.

Phase	Location	Dates	Days
Inception and scoping	Home-based	Month 1	7
Data collection and consultation	Home-based	Months 1-2	30
Analysis and reporting	Home-based	Month 3	8
Total			45

The Gender Country Profile Specialist will be responsible for leading and/or contributing to the analytical process and production of the Gender Country Profile. Key responsibilities will include:

- Conducting a comprehensive review and synthesis of existing gender-related evidence on Sudan, covering both the **pre-war context and developments since April 2023**.
- Analysing gender equality and women's empowerment in Sudan, including gender roles, decision-making, access to and control over resources, unpaid care work, mobility, livelihoods, political participation and leadership.
- Assessing the impact of **conflict, displacement, insecurity, militarisation and economic crisis on gender relations**, including the situation of internally displaced persons, refugees, returnees and host communities.
- Analysing **sexual and gender-based violence (SGBV)** and protection risks, including conflict-related sexual violence, intimate partner violence, early and forced marriage, trafficking, exploitation and harassment.
- Assessing the availability and accessibility of survivor-centred services and referral mechanisms, including health, psychosocial, legal and protection services.
- Examining gender equality across relevant sectors, including governance; justice; Women, Peace and Security (WPS); protection; health; education; food security and nutrition; agriculture; livelihoods; land and property; migration and displacement; water, sanitation and hygiene; climate and environment; digitalisation and social protection.
- Undertaking an **intersectional analysis**, considering differences relating to age, disability, displacement status, socio-economic status, marital status, education, geographic location, ethnicity and exposure to conflict.
- Assessing regional, urban/rural and other relevant differences across Sudan, recognising that the feasibility of geographical analysis will depend on available evidence and access.
- Reviewing how gender equality is currently addressed across the **EU portfolio in Sudan**, identifying good practices, gaps, risks and opportunities.
- Analysing the implementation of the **EU Gender Action Plan III** and considering implications for future EU gender programming, including in light of the development of the next EU gender policy framework.
- Strengthening analysis of the **WPS** agenda, including women's participation in peace processes, mediation, humanitarian response, governance, accountability and recovery.
- Assessing opportunities to support Sudanese women's rights organisations, women-led organisations, feminist actors, youth groups and community-based initiatives.
- Applying a **conflict-sensitive and Humanitarian-Development-Peace nexus approach** throughout the analysis.
- Ensuring meaningful consideration of the role played by Sudanese women in the country's political and social movements, including their leadership and mobilisation during the Sudanese revolution and subsequent humanitarian, peacebuilding and community-level responses.
- Identifying concrete and feasible opportunities for the EU and its partners to support gender equality, women's empowerment, protection, inclusive governance, resilience and sustainable peace.
- Developing **prioritised, practical and evidence-based recommendations** for EU policy dialogue, programming, financing, coordination and advocacy.
- Clearly identifying evidence gaps, methodological limitations and areas where further research may be required.

Required expertise and experience

Academic qualifications

- **Master's degree or higher** in gender studies, development studies, international development, peace and conflict studies, international relations, anthropology, social sciences, human rights or a related discipline.
- In the absence of a Master's degree, an additional five years of relevant professional experience may be considered.

Professional experience

- At least **10 years of professional experience** in gender equality, women's rights, gender analysis, gender-responsive programming, WPS or related fields.
- **Demonstrated experience in developing Gender Country Profiles, situation analysis and assessments or equivalent comprehensive gender assessments.** This is a key requirement.
- Demonstrated experience conducting gender analysis in **conflict-affected, fragile or humanitarian contexts**. This includes experience working in contexts affected by prolonged conflict, including situations where state institutions and governance structures are dysfunctional or fragmented.
- Proven experience analysing gender from a **cross-sectoral and intersectional perspective**, rather than treating gender as a standalone thematic issue.
- Strong understanding of gender equality and women's rights in **Sudan**, including the political, social, cultural, legal, economic, humanitarian and conflict dynamics affecting women, girls, men and boys.

- Strong knowledge of the gender dynamics in Sudan **before and after the outbreak of the April 2023 conflict**, including the changing roles of women and girls; displacement; protection risks; and women's participation in humanitarian response, peacebuilding and community mobilisation.
- Demonstrated experience in **conflict-sensitive and survivor-centred research and analysis**, particularly in relation to SGBV and conflict-related sexual violence.
- Experience undertaking qualitative research, stakeholder consultations and **key informant interviews**, including remotely where required.
- Experience working with international donors, United Nations agencies, international non-governmental organisations (INGOs), national non-governmental organisations (NGOs), research institutions or government institutions on gender-related analysis or programming.
- Experience reviewing and analysing donor or development portfolios from a gender perspective is highly desirable.
- Experience working with the **EU, EU Delegations, EU Member States or EU-funded programmes** is a strong asset.
- Familiarity with the **EU Gender Action Plan III** and EU gender mainstreaming approaches is highly desirable.
- Knowledge of the **WPS agenda**, including United Nations Security Council Resolution 1325 and related resolutions, and its application in conflict and fragile settings.
- Familiarity with the **Humanitarian-Development-Peace nexus** and its application to gender analysis.

Additional expertise

- Strong understanding of SGBV, conflict-related sexual violence, protection and survivor-centred approaches.
- Experience analysing gender dimensions of displacement, migration, livelihoods, economic empowerment, health, education, food security, climate/environment, governance and access to justice.
- Demonstrated ability to assess gender dynamics where **formal institutions and administrative systems are disrupted or fragmented**, and to draw on community-level and informal sources of evidence.
- Experience identifying and analysing **gender-transformative opportunities** alongside risks of backlash and unintended harm.
- Strong analytical skills, with the ability to synthesise large volumes of complex and sometimes inconsistent evidence into a coherent and accessible analysis.
- Excellent written communication skills and demonstrated ability to produce **high-quality analytical reports and practical recommendations for policy and programming audiences**.
- Excellent command of written and spoken **English**.
- **Arabic language skills are a strong asset.**

Suggested methodology

1. **Desk phase:** A comprehensive review of key literature published between 2019 and 2026, alongside relevant secondary data from sources including the EU, Central Bureau of Statistics, World Bank, United Nations agencies, NGOs and academic institutions.
2. **Field phase:** A mixed-methods approach will be used to collect primary data, combining qualitative and quantitative methods. Data collection modalities will be adapted to the security and accessibility of different regions, and will cover:
 - **Qualitative data:** Data will be collected through semi-structured **key informant interviews** and **focus group discussions** with key community representatives and stakeholders from INGOs, civil society organisations and academic institutions. For higher-risk areas, including Kordofan and Darfur, data collection will be conducted remotely/online where appropriate. In accessible states, including Khartoum, Gedaref, Kassala, Red Sea, Northern, River Nile and Blue Nile, a combination of in-person and online data collection will be used.
 - **Quantitative data:** Quantitative data will be collected through standardised, predominantly multiple-choice questionnaires administered by **locally recruited enumerators**, which will help minimise travel and security risks while enabling broader geographic coverage and safer access to communities.
3. **Writing phase:** Findings from the desk and field phases will be consolidated and analysed to produce the final **Gender Country Profile**, ensuring that the analysis is evidence-based, gender-responsive and conflict-sensitive.

Implementation steps

1. **Inception and design:** Hold an introductory alignment meeting, and draft semi-structured interview guides and structured questionnaires for validation.

2. **Desk review:** Synthesise existing data, literature and gender profiles.
3. **Field data collection:** Execute qualitative interviews/focus group discussions (purposive sampling) and roll out the quantitative survey via local enumerators.
4. **Analysis and debriefing:** Analyse findings, draft the report, and conduct validation debriefings with EU Delegation staff and key stakeholders.
5. **Final submission:** Deliver the finalised Gender Country Profile.

Required outputs/deliverables

The expert will be responsible for the development of the Gender Country Profile and associated analytical outputs, including:

- **Inception report:** an inception/methodological report for the Gender Country Profile.
- **Debriefing presentation:** outlining all major findings and conclusions immediately after the completion of the fieldwork.
- **Draft and final Gender Country Profile:** no later than two weeks after completing the work. The draft Gender Country Profile will be submitted to the EU Delegation for comments. The final Gender Country Profile will be submitted within a week after receipt of the comments.

How to apply

To express your interest, please send the following to clairew@landell-mills.com:

- An up-to-date **CV**, clearly demonstrating relevant experience.
- A short **statement of interest** outlining your suitability for the assignment.
- Details of at least **two relevant assignments**, preferably examples of Gender Country Profiles, Country Gender Analyses or equivalent gender assessments you have led or contributed to.
- Details of relevant experience in **Sudan and/or conflict-affected and fragile contexts**.
- Your **daily fee rate in EUR**.
- Your availability during the expected assignment period.

Please note that demonstrated previous experience in producing a comprehensive country-level Gender Country Profile or equivalent assessment will be a key consideration in the selection process.

Sudanese experts are highly encouraged to apply.