



Terms of Reference

for a

part time Gender and Youth Policies expert

Duty Station:	Athens, Greece (with national and international travel)
Duration:	Work contract fixed term (until Dec 2025) with possibility for renewal (until April 2027)
Occupation:	Part time engagement (approx. 25-40 productive days for year 2025)
Suggested Grade:	Gender and Youth Policies expert
Provisional Daily rate:	250 euro/day including all taxes and social security cost as applicable

The position reports to the MIO-ECSDE Head Officer and the You(th) Care Project Officer.

Background and Scope of Position

The part-time Gender and Youth Policies expert will be engaged in the [You\(th\) Care for Change](#) Programme (2024-2027) activities on gender equality and youth empowerment in which MIO-ECSDE is the national partner for Greece.

Job Profile

Primary responsibility will be to follow the [You\(th\) Care for Change](#) Programme activities that focus on gender equality and women's rights.

Local and international travels may be required.

The main duties and responsibilities are:

1. Technical coaching and assessment of pilot You(th)Care actions in Greece in cooperation with the Project Officer and the Country focal Officer; these will be small scale youth-led activities by Greek youth groups that will be submitted for approval under the Call to be initiated by the You(th) Care Project (3-5 actions to be approved).
2. Organization of online and/or onsite (in Greece) capacity buildings - in cooperation with the Project Officer – on gender equality and economic and ecological transition, women's rights, gender empowerment and mainstreaming.
3. Participation in the meetings of WP3 and WP4 on gender of the [You\(th\) Care for Change Programme](#).
4. Contributing expert advice on the gender equality and youth inclusion aspects of existing and new activities, programmes and advocacy actions of MIO-ECSDE, as needed.

5. Values and Ethics

The candidate should have a high level of integrity, accountability, and punctuality. He/she should also demonstrate and be exemplary in portraying MIO-ECSDE values and ethics. He/she should be a good team player. Communications must remain neutral with regard to the geo-political/political and security related sensitivities of the MIO-ECSDE projects' beneficiary countries.



6. Qualification and other Requirements

Education: First Academic Degree on Environmental Sciences, Master's Degree related to environmental issues, management and diplomacy.

Experience: At least five years of working experience on gender and youth related topics in environmental and sustainability focused projects. Candidate should be able to work independently –with minimum supervision and guidance from supervisors. A good understanding of the socio-economic and political background in Greece, Europe and the Mediterranean is an asset as is also working experience in an international academic institution or NGO. The candidate should have experience of at least one policy related paper drafted and a study on gender mainstreaming.

Skills: Excellent written and oral Greek, English and French communication skills are required. Excellent e-skills, including the ability to use modern office technology and related software. Practical knowledge of word processing, spreadsheet, and presentation software is required. He/she should have advanced working knowledge of MS Office (Word, Powerpoint, Excel). Ability to organize and animate capacity building activities is essential. Fluency in any other language of the countries which You(th) Care for Change Programme supports (Italy, Spain, France, Belgium, Luxembourg, Czech Republic, Hungary, Greece, Albania, Serbia, Tunisia, and Morocco) will be considered as an asset.

Other competencies: Ability to:

- Coordinate well with diverse individuals and teams, and particularly youth, and work effectively with colleagues and stakeholders to achieve results.
- Apply principles of ethics, transparency and non-discrimination.
- Display gender, cultural, religion, race, nationality and age sensitivity and adaptability.
- Treat all people fairly without favoritism.
- Fulfill all obligations to gender sensitivity and zero tolerance for sexual harassment.
- Be open to change and ability to receive/integrate feedback.

7. Foreseen gross remuneration: 250 euro/day including all taxes and social security cost as applicable

8. Evaluation procedure:

An Evaluation Committee will examine the CVs and motivation letters/videos received in relation to the qualifications listed in the TORs. Applications which do not meet the required qualifications will be excluded from further evaluation without notification. Only shortlisted candidates will be contacted for an interview. Applicants called to an interview may be requested to submit proof of their declared qualifications.

For further information or clarification for the post please contact Ms. Vicky Malotidi, Senior ESD Officer, [malotidi\[at\]mio-ecsde.org](mailto:malotidi[at]mio-ecsde.org).

9. About MIO-ECSDE:

MIO-ECSDE is a non-profit Federation of 136 Mediterranean Non-Governmental Organizations (NGOs) working in the fields of Environment and Development in 28 countries of the Euro-Mediterranean area. Our mission is to protect the Natural Environment and Cultural Heritage and promote Sustainable Development in a peaceful Mediterranean by bringing together the efforts of environmental and developmental NGOs. In co-operation with governments, international organisations, other socio-economic partners and networks,



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MIO-ECSDE plays an active role furthering synergies and strengthening public participation in the Mediterranean Region and its countries. Read more about our activities, projects and deliverables at www.mio-ecsde.org