

# GENDER EXPERT DATABASE

## BUSINESS ADVISORY

### BASIC QUALIFICATIONS

#### 1. FORMAL EDUCATION:

At least university degree, preferably higher

#### 2. SPECIALISED KNOWLEDGE:

Demonstration of knowledge on the relationship between sustainability, business policies and practices, and gender issues, e.g.

- i. Further education in social sciences, economics, business, finance, or other development-related fields, or
- ii. Applied research experience
- iii. Completion of courses by recognised institutions

#### 3. LANGUAGE:

Oral and written proficiency in English and Turkish, ability to use both languages to communicate effectively in speaking and writing

### PROFESSIONAL COMPETENCY

Demonstration of practical experience in project management, program management, functional management or advisory roles related with business conduct, ethics, human resources, compliance, social standards, CSR, and organisational policies, e.g.

- i. A minimum of 5 years of experience working in business organisations, international organisations
- ii. Association with professional service firms, with experience working with public and private sector companies
- iii. Action research experience as an academic on gender
- iv. Knowledge on the policy development and policy review processes
- v. General awareness on International Finance Institution's gender requirements
- vi. Knowledge of main EU, UN conventions and core ILO requirements on gender/GBVH and international E&S requirements, practices, and guidelines (e.g., World Bank's EHS Guidelines, Equator Principles etc.), as well as good international practice approaches to managing E&S risks (e.g., ISO 14001, ISO 45001, ISO39001, ISO 26000, SA 8000, etc.)
- vii. Experience working to address gender-based violence and sexual harassment in the workplace and communities, derived in a private sector, multilaterals, or CSO/NGO environment.
- viii. Sectoral experience particularly on manufacturing, energy, mining, agribusiness, and municipal infrastructure is preferable

## **INFORMED**

- i. Having a command of information on generally accepted standards of code of conduct, business ethics, human rights, gender equality and compliance.
- ii. Familiarity with broader gender issues, including women's employment best practice in private sector, child protection and rights issues.