



REGIONAL CLEAN COOKING ACTION IN WEST AFRICA (RECCAWA)

Terms of Reference for a
Junior Gender Expert

Project: Regional Clean Cooking Action in West Africa (ReCCAWA)

Job Title: Junior Gender Expert (Data & M&E Focus)

Contract Type: Individual Consultant / Service Contract

Duty Station: Praia, Cape Verde

Mission duration: 12 months, with possibility of extension

Monthly Fee: 2000 euros

Supervision: Under the technical and operational supervision of the Senior Data Management & M&E Expert, with a functional reporting line to the Project Lead for strategic gender guidance.

I. CONTEXT

The European Union and the ECOWAS Commission signed a convention on 19 October 2023 to support the development of a Regional Clean Cooking Action in West Africa (ReCCAWA). This initiative is implemented by the Netherlands Enterprise Agency (RVO) and the Spanish Agency for International Development Cooperation (AECID), in partnership with the ECOWAS Centre for Renewable Energy and Energy Efficiency (ECREEE). ReCCAWA's main objective is to improve access to affordable, reliable, clean, and sustainable cooking solutions in West Africa.

The **Junior Gender Expert** will support the Senior Data Management & M&E Expert in ensuring that gender considerations are systematically integrated into the project's data systems, M&E framework, and analysis, with a primary focus on **Component 1 (Policy and Enabling Environment)**. This role contributes to generating sex-disaggregated data and evidence-based insights for the clean cooking sector in the region.

II. BACKGROUND OF THE ReCCAWA PROJECT

The Regional Action for Clean Cooking in West Africa (ReCCAWA) aims to increase and sustain access to clean, efficient, sustainable, and affordable cooking energy solutions in the region by strengthening the clean cooking enablement framework at the regional and national levels, providing innovative financing and market-based approaches tailored to the region, thereby increasing the supply, dissemination, and adoption of clean cooking solutions, and creating and disseminating evidence-based data, knowledge assessments, and impact assessments, which are essential for good governance of the sector and its market adoption. The action is fully aligned with regional and national policies and strategies. The implementation of this action will contribute to the achievement of SDG 7 (affordable and clean energy) as well as SDG 3 (good health), SDG 5 (gender equality), SDG 8 (decent work and economic growth), SDG 13 (climate action) and SDG 15 (life on land).

Overall Objective

The overall objective of this Action is to increase access to affordable, reliable, clean and sustainable energy services for clean cooking in West Africa.

Specific objectives:

SO1: Strengthen the **enabling environment** of the clean cooking sector in the West African region and in selected countries;

SO2: Increase the **supply of clean cooking solutions** through professionalisation and facilitation of access to finance in the West African region;

SO3: Increase the **demand for clean cooking solutions** by means of demand-side subsidies and targeted behavioural change interventions in specific West African countries.

Expected Results:

Key Results Intervention Area 1 – Regional and National Policy

R1.1 A West African **regional clean cooking roadmap** is adopted;

- R1.2 **Regional guidelines standards and labels** are adopted and existing testing centres with the capacity of serving the region (namely in Ghana, Nigeria and Senegal) are reinforced;
- R1.3 Actionable **national clean cooking action plans** in selected countries are developed or updated (as appropriate) and under implementation;
- R1.4 **National standards and labels** are developed or revised (as appropriate) and applied in selected countries, and national testing centres are supported (where appropriate);
- R1.5 **New knowledge** about clean cooking actions and policies, along with **regional gender-disaggregated data and best practice experiences** drawn from the activities implemented through the Action, are pooled together and disseminated to serve as a basis for replication and attraction of funding.

Key Results Intervention Area 2 – Supply of Clean Cooking Solutions

- R2.1 An increased number of **professionalised Clean Cooking SMEs** provide clean cooking solutions in the West African region, with priority to selected countries;
- R2.2 The **capacity of crowdfunders, impact investors and local banks** to review and approve **loan applications** by Clean Cooking SMEs is strengthened in the West African region, with priority to selected countries;
- R2.3 Access to **Carbon Finance** for clean cooking SMEs is facilitated through an aggregator in selected West African countries.

Key Results Intervention Area 3 – Demand for Clean Cooking Solutions

- R3.1 A dedicated **behavioural change** approach is effective in mobilising additional consumers in selected communities;
- R3.2 Innovative **Demand Side Subsidies** are operational and accessible to targeted consumers in selected countries.

III. RESPONSIBILITIES

Under the technical and operational supervision of the Senior Data Management & M&E Expert, the Junior Gender Expert will provide technical, institutional, and operational support to ensure effective gender mainstreaming across the ReCCAWA Action. Specifically, the expert will:

- i. Support the systematic integration of gender-responsive indicators and sex-disaggregation requirements into the project's Monitoring, Evaluation and Learning (MEL) framework, data collection tools, and reporting templates. Ensure that all project surveys, assessments, studies, and databases (including those embedded in ECOWREX and ECOWAS-EIS) are designed to capture and enable analysis of sex-disaggregated and gender-relevant data, in line with ReCCAWA objectives.
- ii. Conduct gender analysis of project data and evidence to identify differentiated impacts, barriers, risks, and opportunities for women and men across clean cooking value chains, policies, finance, and access to services. Contribute to periodic project reporting (quarterly, annual, and thematic reports) by drafting or supporting gender-focused analytical sections and interpretation of results.
- iii. Support the design and delivery of capacity building for project staff, implementing partners, and national stakeholders on gender-sensitive data collection and the application of gender-responsive indicators.
- iv. Ensure, in collaboration with the Knowledge Management Expert, that all knowledge products and learning activities integrate a gender-sensitive approach, including the use of sex-disaggregated data and the visibility of women-led SMEs, in line with the project's gender strategy.

- v. Coordinate and ensure synergy with the Women's Economic Empowerment in the Energy Sector (WEN-Africa) initiative and other relevant gender activities of ECREEE to leverage resources, share best practices, and avoid duplication of efforts.
- vi. Liaise with ECREEE's Gender Focal Points, national gender experts, and relevant regional initiatives to ensure coherence with the ReCCAWA Gender Action Plan and alignment with broader ECOWAS and EU gender policies.
- vii. Support the documentation of women-led clean cooking initiatives and SMEs, contributing to knowledge products and the visibility of women's roles in the sector.
- viii. Perform any other related tasks as requested by the Senior Data Management & M&E Expert, the Project Lead, or ECREEE management.

IV. EXPECTED DELIVERABLES

The main expected deliverables of the Junior Gender Expert include:

- i. A gender-sensitive MEL annex, detailing gender-responsive indicators, sex-disaggregation requirements, and methodological guidance aligned with the project's overall MEL framework.
- ii. Periodic gender analysis briefs or reports (biannual or annual), based on project data, highlighting key gender gaps, trends, and lessons learned in the clean cooking sector.
- iii. Gender-focused inputs integrated into all major project reports (quarterly, annual, mid-term, and final), including analytical narratives and evidence-based recommendations.
- iv. Practical guidance notes and toolkits on gender-sensitive data collection and analysis for project staff, enumerators, and partners.
- v. Consolidated sex-disaggregated datasets for key project indicators, in coordination with the Senior Data Management & M&E Expert and ECOWREX data team.

V. QUALIFICATIONS AND EXPERIENCE

The Procurement Specialist should have:

- i. A minimum of a Bachelor's degree in, Social Sciences, Development Studies, Economics, Energy Policy, or a related field. A focus on Gender would be an asset.
- ii. At least 2 years of relevant professional experience in gender mainstreaming, with demonstrated involvement in integrating gender considerations into M&E systems, research, or development programs.
- iii. Proven experience in working with sex-disaggregated data and conducting gender analysis using quantitative and/or qualitative methods.
- iv. Knowledge of gender issues in the energy and/or clean cooking sector in West Africa is a strong advantage, particularly in relation to women's roles in energy access, entrepreneurship, and household decision-making.
- v. Strong analytical, synthesis, and writing skills, with the ability to translate gender analysis into clear and actionable recommendations.
- vi. Fluency in at least one official ECOWAS language (English, French, or Portuguese) is mandatory. Proficiency in English is a strong asset.
- vii. Ability to work collaboratively within a technical, data- and M&E-focused team, in a multicultural and regional environment.

VI. DURATION

The consultant will initially be hired for a period of one year, at the end of which his/her performance will be evaluated based on the deliverables achieved. The contract may be extended for an additional year, depending on the consultant's performance and funding availability.

VII. SUBMISSION

Interested applicants should submit their CV, together with any relevant diplomas, certificates, and cover letter to genderexpert@ecreee.org no later than 23:59 (UTC-1) on the 30th of April 2026. Questions or inquiries should be sent to Mr. Alcides de Oliveira, Programme Officer Admin (adoliveira@ecreee.org), with copy to Mr. Guei Kouhie, Programme officer Renewable Energy (gkouhie@ecreee.org) and Dr. Yannick Kedowide, Project Coordinator (ykedowide@ecreee.org), no later than two weeks to the deadline.