

VACANCY– GOPA AFC, IRAM, AND BASA DEVELOPMENT INITIATIVES

Background of the Organizations

GOPA AFC GmbH is a private German consulting firm based in Bonn, founded in 1973, that works on agricultural, agribusiness, and financial development projects in developing and transition countries. It has implemented projects in more than 120 countries for clients including the EU, AFD, GIZ, KfW, the World Bank, and several development banks. The firm has worked extensively on the cassava value chain in Nigeria and Ghana, including the GIZ-funded SEDIN and AgriBiz programs. Part of the GOPA Group and certified to ISO 9001:2015 and ISO 14001:2015, it serves as the lead partner for this consortium.

IRAM (Institut de Recherches et d'Applications des Méthodes de Développement) is a Paris-based associative consultancy firm that has worked in international development since 1957, operating in about 40 countries with a multidisciplinary team of agronomists, economists, sociologists, and development specialists. It has a record of Expertise France contracts, including the AFIDEC project in Comoros, the PGE Gabes in Tunisia, and the PAGOF project in West Africa, as well as extensive technical assistance for AFD and the EU. Its cassava work includes value chain analysis and extension strategy development in the D.R. Congo. IRAM is the consortium partner.

BASA Development Initiatives (BDI) is a legally registered Liberian non-profit and non-governmental organization with a mission to empower women, youth, and communities through sustainable, locally led development that improves livelihoods, strengthens resilience, and advances inclusive social and economic growth. Its main intervention areas are agribusiness, environmental sustainability, education, youth and women empowerment, and health and nutrition. BDI has implemented work funded by the Global Environment Facility, the European Union, and GIZ. The EU-funded Cassava Transformation Project in southeast Liberia provided business support services and training in climate-smart agriculture and good agricultural practices across Maryland, Sinoe, and River Gee counties. BDI is built on the principle of local ownership, with Liberians championing their own development.

Project Background

The GOPA AFC–IRAM consortium, with its Liberian sub-contractor BASA Development Initiatives (BDI), is being awarded **"Strengthening the cassava value chain in Liberia – boosting sustainable production, processing, and market access"** (Lot 1), a technical assistance assignment tendered by Expertise France under the Liberia Private Sector Development Project and funded by the European Union. Cassava contributes about 23% of Liberia's agricultural GDP, but yields are low. The assignment addresses these gaps through five results across the value chain. Results 1 to 3 target the core segments: production, processing, and marketing. Results 4 and 5 operate at the meso level, focusing on service provision and stakeholder organization. Cross-cutting attention goes to food security, poverty reduction, gender, youth, and people with disabilities. A team of seven subject-matter specialists will deliver the work, covering value chain development, production, processing, marketing, finance, social inclusion, and monitoring and evaluation, and will be complemented by local experts and facilitators. The GOPA AFC–IRAM–BDI team is now recruiting a Team Leader / Senior Value Chain Expert (Cassava) to lead a team of international and Liberian experts.

Job Title: Gender, Youth, and Social Inclusion Specialist

Location: Monrovia, frequent travel to Gbarpolu, Nimba, Grand Bassa, Margibi, and Rural Montserrado.

Project: Cassava Value Chain Component under the EU-funded Private Sector Development Project

Reporting to: Team Leader / Senior Value Chain Expert (Cassava)

Status: National / International

Duration: 6 months with renewal based on performance

Job Overview

The Gender, Youth, and Social Inclusion Specialist ensures that gender equality, youth employment, and disability inclusion are integrated into all project activities throughout the cassava value chain. The role develops inclusion strategies, builds the capacity of project staff and partners, works with Disabled Persons Organizations (DPOs) and women's and youth groups, and integrates social inclusion into both implementation and monitoring. The Specialist works closely with the Team Lead and the M&E Specialist to translate inclusion commitments into measurable results.

Key Responsibilities

- Develop and implement the project's gender, youth, and social inclusion strategy and action plan.
- Mainstream gender equality, youth employment, and disability inclusion across all project components and activities.
- Work with Disabled Persons Organisations (DPOs), women's groups, and youth organisations to ensure their participation in the value chain.
- Build the capacity of project staff, local partners, and value chain actors on inclusive approaches.
- Identify and address barriers to participation faced by women, youth, and people with disabilities.
- Support the design of inclusive business models, training, and service delivery that reach marginalised groups.
- Work with the M&E Specialist to develop and track gender- and inclusion-sensitive indicators and disaggregated data.
- Document good practices and lessons on social inclusion for project learning and reporting.
- Contribute to progress and evaluation reports in line with donor requirements.
- Liaise with the Team Lead, technical experts, government bodies, and donor representatives on inclusion matters.

Required Qualifications and Experience

- Degree in sociology, development studies, or a related discipline.
- Minimum of 5 years of experience in mainstreaming gender equality, youth employment, and disability inclusion in agricultural or private sector projects.
- Proven capacity to work with Disabled Persons Organisations (DPOs) and integrate social inclusion into project implementation and monitoring.
- Strong understanding of inclusive approaches for smallholders, MSMEs, and cooperatives.
- Experience developing inclusion strategies, training, and capacity-building programmes.
- Familiarity with EU-funded projects and their reporting standards is an asset.
- Prior experience in West Africa (preferably Liberia or neighboring countries) is highly desirable.

Preferred Profile

- Hands-on experience integrating gender and youth inclusion into the agricultural value chain or rural development programs.
- Experience facilitating the participation of women, youth, and people with disabilities in economic activities.
- Skills in developing gender- and inclusion-sensitive indicators and working with M&E systems.
- Established relationships with DPOs, women's organizations, and youth networks in Liberia or the region.
- Experience designing inclusive business models and reaching marginalized groups at scale.
- Excellent facilitation, training, and reporting skills in line with international donor standards.
- Fluency in English; additional languages relevant to West Africa are an advantage.

How to apply

Interested candidates should submit a CV and a cover letter to recruitment@basadev.org, with "**Gender, Youth, and Social Inclusion Specialist**" in the subject line. The CV should detail relevant experience in gender, youth, and social inclusion on donor-funded projects, and the cover letter should explain your suitability for the role and your availability. Please include the names and contact details of at least two professional references. Applications are reviewed on a rolling basis, so early submission is encouraged. The deadline for application submission is 28 September 2026 at 5pm. Only shortlisted candidates will be contacted.