



CGIAR Gender Researchers' Leadership and Mentoring Program

About the program

The Gender Researchers' Leadership and Mentoring Program is a collaboration of African Women in Agricultural Research and Development (AWARD) and the CGIAR Generating Evidence and New Directions for Equitable Results (GENDER) Platform.

The GENDER Platform, through its capacity development strategy, is working towards a world where research on gender equality drives transformation towards equitable, sustainable, productive and climate-resilient food systems.

The GENDER Platform-AWARD collaboration focuses on strengthening researchers' capacity to influence institutional processes towards gender-equitable and socially inclusive agricultural transformation.

Targeting mid-career gender researchers in the CGIAR and partner institutes, the Program seeks to equip participants with practical tools to increase their visibility, gain influence, and accelerate the impact of gender research for global sustainable development.

Program structure

Through the Gender Researchers' Leadership and Mentoring Program, AWARD is committed to developing effective and confident gender research leaders who will promote the advancement of science, policy and practice for gender-equitable and sustainable agricultural development.

The Program consists of four main components:

- 01 Leadership package
- 02 Coaching package
- 03 Mentoring package
- 04 Networking package

Leadership



Participants will undertake a customized leadership and negotiations skills training course designed to strengthen the leadership capabilities of gender scientists and enhance their knowledge on:

- Self-mastery and emotional intelligence
- How to build resilience for thriving in the current rapidly changing world
- Developing the courage to communicate and act effectively amid adversity
- Techniques for driving change in challenging environments
- Strategic influence and how to navigate politics to achieve high-level outcomes

Coaching



Targeted coaching sessions will support gender researchers in their journey toward advancing their careers. The six-month coaching is tailored to:

- Increase participants' awareness of underlying thinking patterns that drive behavior and performance
- Increase self-drive and influence
- Enhance participants' ability to leverage opportunities and navigate challenges

Mentoring



The mentoring package includes both mentoring sessions and mentoring training to equip the gender researchers with the knowledge of a formal mentoring process and the mentoring tools they can use to enhance their career pathways and those of emerging scientists.

The training provides a unique opportunity for both the mentors and mentees to explore how different aspects influence personal and working relationships and develop a solid foundation for a successful mentoring relationship. The mentoring sessions will bring together two generations of researchers connected and investing in each other: a mentor and a gender researcher.

Within their mentoring relationship, the mentors and gender researchers will meet regularly to discuss and document progress, challenges, and achievements against the goals set in their Purpose Road Maps.

Networking



It is hoped that the "graduates" of the Leadership and Mentoring Program will be influential leaders and role models who will strive to create a vibrant, visible community of practice. The community of practice will be designed as a network to share knowledge, learnings, and skills with peers and other stakeholders in the gender and agricultural development fields.

The "graduates" will be required to contribute to the CGIAR GENDER Platform's annual conferences, which are some of the networking platforms that provide the opportunity to share knowledge and forge collaborations within the CGIAR centers and beyond.

Expected outcomes

The focus on mentoring and leadership development of gender researchers, to support their professional career, personal growth, and capacities, will enable them to increase their perceived legitimacy and relevance – and that of their gender research.

01 Push limits to increase their visibility, influence, and relevance

We hope to see:

- Self-confidence and motivation to perform
- Visibility through enhanced communication skills
- Improved capacity to navigate the system of and to influence their organizations
- Motivation for career progression

02 Empower with their inspirational experience and success stories

Some of the specific likely results will include:

- New insights about gender research
- Free thinking and improved communication
- Motivation to lead and perform

03 Anchor their impact and ignite change in the world

We hope to see:

- Enhanced visibility and respect for gender researchers
- Improved interdisciplinary team collaboration within and between institutions
- Increased commitment towards gender equality, institutional and societal change

Eligibility

To apply for the Gender Researchers' Leadership and Mentoring Program, please consider the following requirements:

01 Be a full-time employee in a One CGIAR center or a National Agricultural Research Institute

02 Mid-career gender researchers with at least a Master's degree, preferably in social sciences

03 At least five years of experience in gender research and development studies or related fields

04 Participants from all geographies are eligible, but scheduling restrictions may apply

05 Both men and women researchers are encouraged to apply

Application procedure

- The applicants are invited to fill in an online form on or before July 31, 2021. Please follow [this link](#)
- The applicants should also submit an updated CV and a recommendation letter from their direct supervisor via email to awardprograms@cgiar.org on or before July 31, 2021

Contacts

For more information about the Program, please contact:

Michèle Mboò-Tchouawou, AWARD, m.mboo-tchouawou@cgiar.org

Marlène Elias, CGIAR GENDER Platform, marlene.elias@cgiar.org

Pauline Bomett, AWARD, p.bomett@cgiar.org

Key dates

Date	Activity
July 5, 2021	Call for applications open
July 31, 2021	Call closes
August 2-6, 2021	Selection process
August 9-14, 2021	Notification to the selected candidates and institutional endorsement
August 30 - September 14, 2021	Needs assessment and pre-course
September 22, 2021	Program orientation
September 23, 2021	Program launch

Donor acknowledgement

The Gender Researchers' Leadership and Mentoring Program is part of the CGIAR GENDER Platform, which is grateful for the support of CGIAR Trust Fund Contributors (<https://www.cgiar.org/funders>).



Photo credit:

Front page - Photo by AWARD. Binta Iliyasu, 2014 AWARD Fellow, (in a black jacket) and other participants during the 2015 Beahrs Environmental Leadership Program field trip at the University of California Berkeley in July 2015

Back page - Photo by Axel Fassio/CIFOR. Houria Djoudi (CIFOR) at the 2019 Science Week at UNIKIS, Kisangani - DRC

Contact address

African women in Agricultural Research and Development
Hosted by the World Agroforestry (ICRAF)
United Nations Avenue, Gigiri
P.O. Box 30677-00100
Nairobi, Kenya
www.awardfellowships.org

CGIAR GENDER Platform
International Livestock Research Institute (ILRI)
PO Box 30709
Nairobi 00100, Kenya
www.gender.cgiar.org