

Job Vacancy

Position: Gender Equality and Social Inclusion (GESI) Officer

Job Nature: Full Time.

Job Location: Dhaka/Khulna

Reporting to: Project Coordinator/Program Director

Salary: 40,000 - 43,000. Salary is negotiable for highly experienced candidates.

Other benefits: As per organizational policy.

Age Limit: 45 years.

Job context:

LEDARS (Local Environment Development and Agricultural Research Society), an NGO registered with the NGO Affairs Bureau, has been working in the climate-vulnerable southwest coastal region of Bangladesh since 1996. The region faces severe challenges due to the adverse impacts of climate change, affecting the lives and livelihoods of local communities. LEDARS has been implementing numerous programs in this region. As part of its continued mission to climate resilience and community development, LEDARS is going to appoint a proactive and experienced “Gender Equality and Social Inclusion (GESI) Officer” who will be responsible for ensuring integration of Gender Equality and Social Inclusion (GESI) across all project activities, including participatory planning, LAP development, and implementation, supports gender-sensitive data collection, analysis and inclusive stakeholder engagement. The following are the major job requirements of this post.

Job Description/ Key Responsibilities

- Integrate gender equality and social inclusion into all stages of project planning, implementation, monitoring, and reporting.
- Ensure that nature-based solutions and locally led adaptation activities respond to the different needs and priorities of women, men, and marginalized groups.
- Conduct gender and social inclusion assessments to identify barriers, vulnerabilities, and opportunities within target communities.
- Prepare and implement GESI action plans, tools, and guidelines in line with organizational and donor requirements.
- Support project staff to apply GESI principles in community engagement, beneficiary selection, training, and project implementation.
- Promote the meaningful participation and leadership of women, youth, persons with disabilities, and other marginalized groups in community institutions and local climate decision-making.
- Organize training, workshops, and awareness sessions on gender equality, social inclusion, disability inclusion, safeguarding, and protection for staff, community groups, and stakeholders.
- Ensure that project activities are safe, inclusive, and accessible for everyone, especially people who are often excluded from development opportunities.

- Work with the MEAL team to collect and analyze sex-, age-, and disability-disaggregated data and use the findings to improve project quality.
- Conduct regular field visits to monitor GESI integration, provide technical support to field staff, and identify areas for improvement.
- Document success stories, lessons learned, and good practices that demonstrate the project's impact on gender equality and social inclusion.
- Contribute to donor reports, project proposals, and technical documents by incorporating GESI perspectives and evidence.
- Build strong working relationships with government agencies, local organizations, women's groups, organizations of persons with disabilities, and other stakeholders to strengthen inclusive climate action.
- Support advocacy initiatives that promote climate justice, equal participation, and the rights of vulnerable and marginalized communities.
- Ensure that safeguarding and Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) principles are understood and applied throughout project implementation.
- Perform any other responsibilities assigned by the Project Manager or management to support the successful implementation of the project.

Qualifications & Other Requirements

Educational Background:

- Master's degree in Sociology, Development Studies, Gender Studies or any relevant subject.

Experience:

- At least 3 years' experience in related field, preferably within NGOs, development organizations, or donor-funded projects.

Skills & Competencies:

- Excellent leadership, interpersonal, and team management skills, with the ability to support staff.
- Ability to create a positive, inclusive, gender-sensitive, and safe workplace culture.
- Strong planning, organization, and problem-solving skills.
- Clear and effective communication skills, including negotiation and collaboration with internal teams and external partners.
- Proficiency in MS Office.

Other Requirements:

- Commitment to LEDARS' mission of climate resilience, community development, and ethical organizational practices.
- Ability to work under pressure, manages multiple priorities, and meets deadlines.
- Willingness to travel to project sites, including remote and coastal areas, when required.
- High integrity, professionalism, and respect for confidentiality.

LEDARS authority reserves the right to accept/reject any applications without assigning any reason. Only shortlisted candidates will be invited to appear for the examination.

Interested candidates are requested to send the cover letter and CVs to:

hrd.ledars@gmail.com

Only short-listed candidates will be called for an interview.

LEDARS is an equal-opportunity employer and encourages qualified

Women and minority candidates to apply.

Application Deadline: 15 September 2026

Organization Information:

LEDARS (Local Environment Development and Agricultural Research Society) is an NGO working in southwest Bangladesh since 1996. LEDARS is working to improve the socio-economic condition of the vulnerable population in the coastal area. By this time LEDARS has obtained several national and international recognitions for its work.

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