



Rocky Mountain Institute Request for Quotation (RFQ): Gender Lead – EWAS Program

1. Background

The **Energising Women and Youth in Agri-Food Systems (EWAS)** program, funded by the **Global Energy Alliance for People and Planet** and implemented by the **Rocky Mountain Institute (RMI)**, aims to transform livelihoods across Nigeria's agriculture sector by addressing the persistent gender and youth gaps that limit access to modern technologies, finance, and markets. The program focuses on enabling access to **solar-powered productive use of energy (PUE)** technologies such as solar irrigation pumps, cold storage, milling, drying, and food processing systems.

EWAS builds on the success of the *Energizing Agriculture Programme (EAP)*, which demonstrated the potential of clean energy technologies to increase productivity and incomes for smallholder farmers. Under EWAS, RMI and its partners will support up to 10 projects led by Nigerian enterprises deploying PUE solutions in rural and peri-urban communities. Each partner will embed a Gender Expert to ensure that women's perspectives and needs are central to project design, implementation, and evaluation.

EWAS Theory of Change

The EWAS theory of change is based on the understanding that if young women are aware of and trained to use PUE equipment, have access to affordable finance to acquire it, and can obtain operations and maintenance (O&M) support, they will adopt and use these technologies to increase agricultural productivity, create jobs, and improve livelihoods. The result will be dignified and fulfilling work for young women through both self-employment and wage employment.

EWAS operates through four interlinked pathways:

1. **Awareness and Skills:** Build knowledge and capacity for young women to understand and operate PUE equipment through training and demonstration.
2. **Access to PUE Assets:** Ensure availability of efficient, affordable, and reliable energy-powered equipment in rural and peri-urban markets.
3. **Access to Finance:** Support affordable financing options such as lease-to-own and pay-as-you-go models for women to acquire and sustain PUE use.
4. **Access to O&M Services:** Strengthen after-sales service networks to ensure continued use, reliability, and business continuity.

Key Impact Indicators

EWAS aims to achieve measurable impact across several dimensions:

- **5,000 dignified and fulfilling jobs** created (70% targeted for young women)



- **35,000 livelihoods improved** through access to solar-powered equipment and services
- **1,500 PUE systems deployed** through partner enterprises
- **14,000 metric tonnes of CO₂ emissions avoided** through clean energy adoption
- **Increased income and productivity** for women smallholder farmers using PUE
- **Enhanced local capacity** through gender-sensitive training, mentorship, and community engagement

The Gender Lead will play a critical role in realizing this vision by coordinating the network of gender experts, ensuring high-quality gender integration, and enabling women to share knowledge, build community networks, and achieve empowerment outcomes that align with the EWAS theory of change.

2. Purpose of the Assignment

The Gender Lead will provide strategic oversight, coordination, and technical guidance for the cohort of gender experts embedded in EWAS partner organizations. The Gender Lead will ensure consistent quality of gender-responsive approaches, foster collaboration and enable exchange of learnings among partners, and contribute to achieving Monitoring, Evaluation, and Learning (MEL) targets related to women's participation, empowerment, and access to PUE solutions.

The role will also support building local women's networks—helping women entrepreneurs come together, share ideas, resources, and lessons—and strengthen their ability to access finance, markets, and technology.

3. Duration and Level of Effort

- **Duration:** 12 months (January 2026 – December 2026, renewable subject to performance and funding)
- **Level of Effort:** Part-time or full-time, depending on the selected candidate's availability and proposed structure.
- **Location:** Nigeria preferred. Remote work will also be considered for exceptional proposals. The project requires expected travel to project sites across multiple states.

4. Key Responsibilities

A. Coordination and Oversight

- Lead and coordinate the EWAS Gender Expert Cohort, ensuring alignment with EWAS's gender strategy and Theory of Change.
- Facilitate monthly coordination meetings for the gender experts to share progress, insights, and challenges.
- Provide technical backstopping and quality assurance for gender integration across all partner projects.
- Review, provide feedback and guidance on, and support implementation of partner-level gender action plans and ensure consistency with EWAS MEL targets.



- Elevate progress, issues, and/or concerns with the implementation of partner-level gender action plans.

B. Capacity Building and Technical Support

- Design and deliver a capacity-building program for gender experts and implementing partners, focusing on gender mainstreaming, data collection, and community facilitation techniques.
- Develop toolkits and training resources to support gender-responsive programming at the partner level.
- Provide hands-on coaching to partner organizations on integrating gender-responsive practices into their business models, community engagement, and reporting.

C. Monitoring, Evaluation, and Learning (MEL)

- Collaborate with RMI's MEL team to integrate gender-related indicators into data collection tools and reporting systems.
- Track and synthesize data from gender experts on participation, empowerment, job creation, and outcomes for women.
- Prepare quarterly gender progress summaries highlighting progress of partner-level gender action plans, key insights, emerging trends, and lessons learned.
- Support learning dissemination activities, such as bootcamps, workshops, and knowledge briefs that amplify women's voices and experiences within EWAS.

5. Deliverables

Deliverable	Timeline	Description
Inception report and annual work plan	Within 30 days of contract start	Outline of detailed work plan, schedule of coordination meetings, and training plan.
Quarterly progress reports	Every 3 months	Summarize cohort activities, progress against MEL gender targets, and recommendations.
Gender Expert Cohort Learning Briefs	Twice annually	Document insights, challenges, and success stories from the cohort and participating women.
Capacity-building toolkit	Within 2–3 months	A set of standard training modules and templates for partners to use in gender-responsive implementation.
Final synthesis report	End of assignment	Comprehensive review of gender outcomes, capacity building results, and policy or program recommendations.

6. Qualifications

- Advanced degree in Gender Studies, Social Development, International Development, or related field.



- Minimum 5–7 years of experience in gender mainstreaming, women’s economic empowerment, or inclusive energy/agriculture programming.
- Proven experience coordinating multi-stakeholder initiatives and leading gender-focused technical assistance in development projects.
- Strong facilitation and training skills; experience developing practical capacity-building tools.
- Familiarity with MEL frameworks and gender-responsive data collection and analysis.
- Strong written and oral communication skills; ability to synthesize data and produce actionable insights.
- Prior experience working in Nigeria or West Africa on women’s economic empowerment or energy access initiatives is preferred.

7. Reporting and Management

The Gender Lead will report to the EWAS Project Manager at RMI, working closely with:

- RMI’s Field and MEL Lead,
- RMI's Grant Analyst, and
- The EWAS Gender Expert Cohort.

8. Submission of Quotations

Interested consultants or firms are invited to submit a quotation that includes:

1. **Technical Proposal** (maximum 3 pages) outlining approach, methodology, work plan, and relevant experience.
2. **Financial Proposal** (in USD) indicating daily or monthly rates and any reimbursable expenses.
3. **Curriculum Vitae (CV)** of proposed consultant(s).
4. **References** from at least two similar assignments.

Submission Deadline: [Insert Date]

Submission Email: [Insert RMI procurement email address]

Subject Line: RFQ – Gender Lead (EWAS Program)

9. Evaluation Criteria

Criterion	Weight (%)
Technical approach and methodology	30%
Relevant experience and qualifications	30%
Financial proposal (value for money)	20%
Local contextual knowledge / experience in Nigeria	20%

10. Duration and Payment

- The assignment will be for 12 months, renewable subject to performance and funding.



- Payments will be made monthly based on deliverables accepted by RMI.

How to Apply

Please note that RMI, uses Workday for its recruitment processes – the link below will lead you to RMI’s strategic sourcing page, which will prompt you to create or sign into an account to view and apply to the role you’re interested in.

Please contact Aimee Schwartze (aschwartze@rmi.org) with any questions.

Deadline: November 18th, 2025

[Click here to apply.](#)