

Government of the People's Republic of Bangladesh
Department of Youth Development
Economic Acceleration and Resilience for NEET (EARN) Project
National Sports Council Tower (Lift-19),
62/3, Purana Paltan, Dhaka-1000.
www.dyd.gov.bd

Memo No.: 34.01.0000.046.11.062.24.1117

Date: December 30, 2025

**REQUEST FOR EXPRESSIONS OF INTEREST
(Individual Consultant Selection-National)**

Country : Bangladesh
Project Name : Economic Acceleration and Resilience for NEET (EARN)
Credit No. : IDA-7364-BD
Assignment Title : Selection of Gender and Social Specialist
Reference No. : Package No. - S15.10

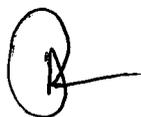
The Government of the People's Republic of Bangladesh has received financing from the World Bank toward the cost of the Economic Acceleration and Resilience for NEET (EARN) Project (P178077) and intends to apply part of the proceeds for consulting services.

The consulting services ("the Services") will include but not limited to:

- a. Organize and deliver training on Gender, Gender Equality and Social Inclusion (GESI), Gender-Based Violence (GBV), safety, and grievance systems.
- b. Act as the main liaison between service providers and the Project Management Unit (PMU) for Gender, GESI, and GBV matters.
- c. Apply the GESI/GBV Health Response Protocol, including psychosocial support.
- d. Support Behavioral Change Communication (BCC) strategies and lead community workshops on Gender and GBV.
- e. Advise stakeholders on Gender and GBV issues, engaging with government, United Nations (UN), and non-governmental organizations (NGOs), while building capacity.
- f. Guide the setting up of inclusive childcare facilities.
- g. Support SP and SNSA to design and assess parent and community engagement strategies for child development.
- h. Support SP and SNSA to ensure strong protocols for health, safety, and zero tolerance for abuse or discrimination.
- i. Submit timely, regulatory-compliant reports to the PMU.
- j. Perform additional duties related to Gender, GBV, GESI, and youth development as assigned.

Required Educational Qualifications:

1. Candidates must have a Master's degree in any subject. Masters in Social Science, Development Studies, Sociology, Gender Studies will be given preference.
2. Candidates having PhD in any of the above-mentioned subjects will have added advantages.



Required Professional Experiences and Adequacy for the Assignment:

General Experience:

1. Must have 15 (Fifteen) years of overall working experience under any government/semi-government/ autonomous organizations/NGOs/Development Partners or any other reputed international donor organizations. Anything less than that will be ineligible.

Relevant Experience:

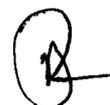
1. At least 10 (Ten) years of related professional experience in gender equality, social development, GESI mainstreaming, and GBV/ Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) risk management under Government/Semi-Government/Autonomous Organization/Development Partner/NGOs or any other reputed international donor organizations. Candidates below that years of experience will not be considered.
2. Demonstrated experience in designing, implementing, and monitoring Gender Action Plans, GESI frameworks, and GBV mitigation measures, particularly in skills development, employment, entrepreneurship, or youth-focused programs.
3. Proven hands-on experience in:
 - a. GBV/SEA/SH risk assessment, survivor-centered response, and case management, including familiarity with GBV Information Management System (GBVIMS) or similar confidential systems;
 - b. Gender- and GBV-sensitive Grievance Redress Mechanisms (GRM), including complaint handling and referral pathways;
 - c. Stakeholder engagement, community consultation, and behavioral change communication (BCC) related to gender norms and women's empowerment.
4. Experience in capacity building and training delivery on gender, GESI, GBV, Codes of Conduct, workplace safety, and safeguarding for service providers, government staff, and field-level actors.

Adequacy of the Assignment

1. Candidates having demonstrated experience of designing and implementing gender-responsive programs, including direct engagement with women and adolescent female beneficiaries in skills development, livelihoods, or social protection initiatives are highly preferable.
2. Experience of facilitating women-only consultations, focus group discussions, or community mobilization activities in culturally sensitive setting to ensure gender equality will have added advantages.

Suitability of the Assignment:

1. Must have excellent oral and written expertise in English and Bengali languages.
2. Specialized training or certification in Gender Equality and Social Inclusion (GESI), GBV/SEA/SH prevention and response, safeguarding, or child protection will be considered a strong advantage.
3. Formal training on the World Bank Environmental and Social Framework (ESF) is highly desirable.
4. Relevant trainings on Gender Based Violence (GBV), Gender in Social Development, Grievance Redress Mechanism (GRM), Social Accountability etc.
5. Should have proficiency of using MS Word, Excel, Power Point etc.



6. Ability to frequently visit and connect with the beneficiaries specially women of hard-to-reach area.

Regional/Country Experience: Bangladesh

Date of Commencement: February 2026 (Probable)

Assignment Period: February 2026 to January 2028 (Tentative 24 Person-Months).

Place of Working: Primarily at PMU of EARN, with field visits all over Bangladesh if required.

Logistics Support: The EARN Project will provide office space, logistics, and institutional support to the consultant in carrying out the assignment.

Payment: This is a time-based contract, and payments will be made monthly (that is, payments made each month will be for services rendered during the immediately preceding month), supported by the submission of timesheets by the consultant.

The detailed Terms of Reference (ToR) for the assignment is available in

<https://dyd.gov.bd/site/page/7578b924-2f8a-4b8a-891f-788a83980259/Open-Tender-Method>.

The Department of Youth Development now invites eligible Individual Consultant (“Consultants”) to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are educational qualification, professional experience and suitability to perform the assignment.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the “World Bank Procurement Regulations for IPF Borrowers” dated November 2020 (“Procurement Regulations”), setting forth the World Bank’s policy on conflict of interest.

A consultant will be selected following the Open Market Approach of Selection of Individual Consultant (SIC) method as set forth in the “World Bank Procurement Regulations for IPF Borrowers,” dated November 2020.

Further information can be obtained at the address below during office hours:

Office of Project Director, Economic Acceleration and Resilience for NEET (EARN) Project
National Sports Council Tower (Lift-19), 62/3 Purana Paltan, Dhaka-1000.

Expressions of interest must be delivered in a written form to the address below (in person, or by mail or by e-mail) by **18 January 2026**



30.12.2025

Kazi Moklesur Rahman

Project Director (Joint Secretary)

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