



VACANCY ANNOUNCEMENT

Mercy Corps is a leading global development agency and social enterprise improving lives all around the world. With a network of experienced professionals, we partner with local communities to put bold ideas into action to help people recover, overcome hardship, and build better lives – now, and for the future. Mercy Corps in Myanmar focuses on agriculture and livelihoods, income generation, market development and energy access.

Every voice matters and diversity is powerful are critical elements of Mercy Corps' values that allow us to achieve our mission of alleviating suffering, poverty, and oppression by helping people build secure, productive, and just communities. We embrace diverse backgrounds, perspectives, and skills so that we can be stronger and have sustained impact. Mercy Corps is an Equal Opportunity Employer regardless of background. Women, minorities and people with disabilities are strongly encouraged to apply.

Mercy Corps in Myanmar invites *interested Myanmar nationals* for the following position.

GESI Officer

(Vacancy Announcement No. MC-VA-0070126)

DEADLINE FOR APPLICATIONS: Friday, 30 January 2026 (Before 5:00pm)

***Only short-listed candidates will be invited for an interview.**

Duty Station : Yangon with frequent travels

Number of Opening(s) : 1

Position Status : Full-time, Regular

PROGRAM/DEPARTMENT SUMMARY:

In Myanmar, Mercy Corps leads a dynamic and impactful portfolio of development programs that strengthen community resilience, foster inclusive growth, and advance economic wellbeing nationwide. Grounded in a systems-based approach, our work prioritizes livelihoods, climate resilience, environmental sustainability, and inclusive market systems development. The country team collaborates across sectors to expand economic opportunities, promote equitable natural resource management, and support community-driven governance. Our programs are intentionally designed to tackle systemic barriers and catalyze transformative change by engaging a broad spectrum of actors—from private sector partners and local civil society to grassroots community groups.

Mercy Corps implements Women and Vulnerable Communities Advancing Inclusive Value-Chains and Ecosystems (WAVES), an initiative that aims to foster sustainable livelihoods and strengthen local governance to protect critical mangrove forests in Myanmar. Through an integrated approach, the project will facilitate sustainable livelihood and governance strategies that promote the productive use, management, protection, and restoration of the Ayeyarwady Delta Mangrove Forest. This approach will facilitate the rehabilitation and improvement of at least 5,000 hectares of mangrove forests, directly restoring critical marine habitats that underpin biodiversity conservation, fisheries productivity, and coastal resilience and reduce multidimensional poverty, improve wellbeing, and strengthen resilience to climate change for 9,424 households (approximately 40,000 people) in 48 off-grid villages in and around the Ayeyarwady Delta Mangrove Forest.

GENERAL POSITION SUMMARY:

The GESI Officer will play a cross-cutting role supporting the analysis, planning, implementation, and monitoring of Gender Equality and Social Inclusion (GESI) of WAVES program. Under the supervision of GESI & CARM Coordinator, the position holder will work closely with program teams, MEL teams, and implementing partners. The Officer will ensure that GESI principles are

meaningfully integrated into program strategies, activities, and learning. The Officer will provide technical guidance, facilitate training and capacity-building, and coordinate with field teams to ensure that the perspectives and needs of women, youth, marginalized groups, and other underrepresented community members inform program decision-making and adaptive management. The GESI Officer will engage across the full project cycle of WAVES programme ensuring Mercy Corps' commitments to equity, inclusion, and "do no harm" are upheld.

Essential Responsibilities

PROGRAM IMPLEMENTATION

- Provide technical support to program teams to integrate gender equality and social inclusion (GESI) across all phases of project implementation, in line with Mercy Corps' GESI Standards and the WAVES project GEDSI commitments.
- Provide technical guidance to ensure inclusive implementation across WAVES outputs, including promoting meaningful participation of marginalized groups in mangrove rehabilitation activities, including income-generating roles aligned with their capacities and constraints.
- Supporting inclusive livelihood and market systems development by identifying and addressing gender, disability, and ethnicity-related barriers to access to skills training, climate-resilient technologies, financial services, and collective bargaining mechanisms.
- Ensure that assessments, implementation strategies, and learning processes identify and respond to the needs of women, youth, persons with disabilities, ethnic minorities, and other marginalized groups.
- Advise thematic leads and field teams on embedding gender-transformative and socially inclusive approaches that address power imbalances, social norms, and structural barriers affecting women, persons with disabilities, landless households, ethnic minorities, youth, and other marginalized groups.
- Work closely with MEL teams to design, track, and analyze GESI-sensitive indicators and disaggregated data, ensuring evidence is used to inform adaptive management and improve program effectiveness.
- Adapt and disseminate GESI tools and guidelines to support practical implementation of Mercy Corps' global and country-level commitments to inclusion.

CAPACITY STRENGTHENING & PARTNER ENGAGEMENT

- Strengthen the capacity of Mercy Corps staff, implementing partners, and relevant stakeholders to deliver GESI-responsive and gender-transformative programming, through training, coaching, and ongoing technical accompaniment.
- Identify capacity gaps among staff and partners related to GESI, disability inclusion, cultural sensitivity, and inclusive facilitation, and support the delivery of targeted trainings, mentoring, and skill transfer initiatives.
- Support partners to integrate GESI commitments into their implementation plans, tools, and reporting processes, ensuring alignment with Mercy Corps standards and project-specific GEDSI action plans.
- Promote an inclusive and respectful working environment that values diverse perspectives and enables staff and partners from all social groups and genders to meaningfully contribute feedback and ideas.
- Ensure all partners are aware of, and actively uphold, Mercy Corps' commitments to GESI, safeguarding, and accountability, and support monitoring of partner performance against GESI-specific indicators where feasible.

LEARNING, ACCOUNTABILITY & SAFEGUARDING

- Document, analyze, and share implementation-level lessons learned, challenges, and good

practices related to GESI integration, contributing to internal learning products, donor reporting, and program adaptation.

- Support teams to systematically review GESI-related data and community feedback, ensuring findings inform program adjustments and continuous improvement.
- Actively integrate safeguarding, GBV risk mitigation, and do-no-harm principles into program implementation, including identifying and addressing potential risks related to participation in governance structures, livelihood activities, and market engagement.
- Promote accountability to program participants by supporting effective community engagement, inclusive feedback mechanisms, and the use of Mercy Corps' Community Accountability Reporting Mechanism (CARM).
- Model Mercy Corps' values by fostering a culture of openness, respect, and ethical conduct, encouraging staff and partners to raise concerns and report safeguarding or inclusion-related issues through appropriate channels.

Security

- Ensure compliance with security procedures and policies as determined by country leadership.

Safeguarding Responsibilities

- Actively learns about safeguarding and integrates it into their work, including safeguarding risks and mitigations related to their area of work.
- Practices the values of Mercy Corps including respecting the dignity and well-being of participants and fellow team members.
- Encourages openness and communication in their team; encourages team members to submit reports if they have any concerns using reporting mechanisms e.g., Integrity Hotline and other options.

Accountability to Participants and Stakeholders

- Mercy Corps team members are expected to support all efforts toward accountability, specifically to our program participants, community partners, other stakeholders, and to international standards guiding international relief and development work. We are committed to actively engaging communities as equal partners in the design, monitoring and evaluation of our field projects. As such, all team members will be trained on Mercy Corps' Community Accountability Reporting Mechanism (CARM) and have a duty to report all feedback received in person.

Supervisory Responsibility

- None

Accountability

- **Reports Directly To:** GESI & CARM Coordinator
- **Works Directly With:** Other team members, including other programs, Operations, HR, Finance, MEL, GESI, CARM, as well as country leaderships.

Minimum Qualification & Transferable Skills

- University degree in social sciences, development studies, gender studies, or related fields. Degrees in other studies are also acceptable if combined with demonstrated GESI experience.
- Minimum of 3 years of experience implementing development programs, preferably with a focus on gender equality, social inclusion, or community development.
- Experience in facilitating trainings, workshops, and capacity-building sessions for staff, partners, or communities.
- Experience working with marginalized groups, women, youth, persons with disabilities, or

ethnic minorities in development or conservation contexts.

- Knowledge or experience in mangrove restoration, sustainable natural resource management, or forestry group engagement is an advantage.
- Strong curiosity and adaptability for working in complex, ambiguous, and dynamic environments.
- Flexible, tolerant, and resilient, with the ability to work under pressure while following organizational policies and procedures.
- Fluency in Burmese and strong English, speaking and writing skills are a plus.
- Proficiency in Microsoft Office applications (Word, Excel, PowerPoint).

Success Factors

The successful Program Officer will demonstrate strong program implementation and coordination skills, with the ability to communicate effectively and build positive working relationships with a diverse range of stakeholders. The individual will have experience contributing technical inputs to field activities, supporting partner and staff capacity development, and working collaboratively within a team. Strong organizational skills, including the ability to multitask, prioritize competing demands, and solve problems, are essential. Attention to detail, adaptability, and the ability to balance operational requirements with program objectives are key to success in this role.

Organizational Learning

In support of our belief that learning organizations are more effective, efficient and relevant to the communities we serve, we empower all team members to dedicate 5% of their time to learning activities that further their personal and/or professional growth and development.

Team Engagement and Effectiveness

Achieving our mission starts with how we build our team and collaborate. By bringing together individuals with a variety of experiences, backgrounds, and perspectives, we strengthen our ability to solve complex challenges and drive innovation. We foster a culture of trust and respect, where every team member is valued for their contributions, empowered to reach their full potential, and motivated to do their best work.

We recognize that building a strong and effective team is an ongoing process, and we remain committed to learning, improving, and growing together.

Equal Employment Opportunity

Mercy Corps is an equal opportunity employer committed to providing equal employment opportunities to all employees and qualified applicants for employment without regard to race, color, sex, sexual orientation, religion or belief, national origin, age, disability, marital status, veteran status, or any other characteristics protected under applicable law.

Safeguarding & Ethics

Mercy Corps is committed to ensuring that all individuals we come into contact with through our work, whether team members, community members, program participants or others, are treated with respect and dignity. We are committed to the core principles regarding prevention of sexual exploitation and abuse laid out by the UN Secretary General and IASC **and have signed on to the [Interagency Misconduct Disclosure Scheme](#)**. We will not tolerate child abuse, sexual exploitation, abuse, or harassment by or of our team members. As part of our commitment to a safe and inclusive work environment, team members are expected to conduct themselves in a professional manner, respect local laws and customs, and to adhere to [Mercy Corps Code of Ethics Policies](#) and values at all times. Team members are required to complete mandatory Code of Conduct eLearning courses upon hire and on an annual basis.

As an applicant, if you witness or experience any form of sexual misconduct during the recruitment process, please report this to Mercy Corps Integrity Hotline (integrityhotline@mercycorps.org).

Consent Language

“Mercy Corps collects your personal data for the purposes of managing Mercy Corps recruitment

related activities as well as for organizational planning purposes globally. Consequently, Mercy Corps may use your personal data in relation to the evaluation and selection of applicants including, for example, setting up and conducting interviews and tests, evaluating and assessing the results thereto and as is otherwise needed in the recruitment processes including the final recruitment.

Mercy Corps is an international organization consisting of multiple affiliated companies in various countries. Mercy Corps has international sites and uses resources located throughout the world. Your data may be held on secure platforms globally, including outside of the EU. All personal data whether relating to recruitment or employment, is held on a secure platform and system which is subject to regular testing and audit. Unless stated in the job description that the post involves other organizations with which the information will be shared as part of the recruitment process, your personal data will only be shared with third parties where consent is given.

Mercy Corps participates in the Inter-Agency Misconduct Disclosure Scheme (the “Scheme”) (www.schr.info/the-misconduct-disclosure-scheme). Accordingly, we request information from a job applicant’s previous employer(s) about any investigations which found that the applicant committed sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents of misconduct under investigation when the applicant left employment. By applying, you confirm your consent to Mercy Corps collecting your prior employment history under the Scheme as part of the application process. Your data will be stored for up to four years.”

Attestation Language:

“By applying for this position, I attest that I have never violated a sexual misconduct, sexual exploitation and abuse, child safeguarding or human trafficking policy and that I have never been disciplined for violating an employer’s code of conduct.”

How to Apply:

Applicants should apply and submit their current CV with complete contact details and three referees and a copy of any testimonies through this [Link](#).