



SUB-SAHARAN AFRICA WOMEN'S EMPOWERMENT AND DEMOGRAPHIC DIVIDEND PLUS PROJECT (SWEDD+)

Title of the Terms of Reference

RECRUITMENT OF A STATISTICIAN-DEMOGRAPHER FOR THE REGIONAL OBSERVATORY OF THE DEMOGRAPHIC DIVIDEND

JULY 2026

1. INTRODUCTION

The Sub-Saharan Africa Women's Empowerment and Demographic Dividend Plus Project (SWEDD+) is a regional initiative aimed at strengthening the empowerment of women and adolescent girls and their access to quality reproductive, child and maternal health services, and at improving the production and sharing of knowledge at regional level, as well as regional capacity and coordination.

More specifically, SWEDD+ targets adolescent girls who are vulnerable to early and forced marriage, early pregnancies and school dropout, together with their communities, with a view to: (i) keeping girls in school through to secondary education; (ii) improving life skills and knowledge in reproductive health; and (iii) increasing economic opportunities, enabling girls and women to access more productive employment.

SWEDD+ brings together the following countries: Burkina Faso, The Gambia, Senegal, Togo and Chad, with a planned extension to Benin, Mali and Mauritania. It is financed through the regional resources of the World Bank's International Development Association (IDA) and forms part of the commitment and partnership between the United Nations and the World Bank. The overall objective of the project is to accelerate the demographic transition, to boost the demographic dividend, and to reduce gender inequalities in the participating countries.

The SWEDD+ Project is implemented through three components, namely:

- Component 1: Design and implement gender-transformative interventions that promote the social and economic autonomy of girls and women;
- Component 2: Increase the utilisation of quality reproductive, maternal, newborn, child and adolescent health and nutrition (RMNCAHN) services and the number of qualified health workers at community level; and
- Component 3: Foster regional and national engagement and capacity for the development of gender equality policies and for project implementation.

ECOWAS, as a regional entity, is a beneficiary of SWEDD+ through a grant to the Department of Human Development and Social Affairs (DHDSA) via the West African Health Organisation, to carry out activities relating to Components 1 and 3 of the Project, and also to support other activities implemented by the regional and national partners benefiting from SWEDD+.

The ECOWAS Gender Development Centre (EGDC), a specialised Agency of the ECOWAS Commission based in Dakar and placed under the authority of the ECOWAS Commission's Department of Human Development and Social Affairs, serves as the Focal Point for the SWEDD+ Project for the said Department.

The DHDSA is seeking candidates who transform, inspire, and deliver sustainable, high-impact results.

This activity contributes to the delivery of Component 3 of SWEDD+, entitled “**Design and implement gender-transformative interventions that promote the social and economic autonomy of girls and women**”.

2. JOB PURPOSE

The Demographic Dividend, Population Dynamics and Big Data Programme Specialist shall provide strategic, technical and programmatic support to the Region through the DHDSA, in the framework of the establishment of the Regional Observatory of the Demographic Dividend in the Sahel (SWEDD), of population dynamics and of big data.

3. RESPONSIBILITIES

- The Programme Specialist will work under the direct supervision of the DHDSA SWEDD+ Coordinator, in collaboration with the Evidence, Knowledge, Data and Policy Unit of the UNFPA West and Central Africa Regional Office.
- The Programme Specialist will play a central role in collaborating with the coordinators of the national Demographic Dividend observatories and will also provide high-quality technical assistance at regional level;
- He or she will assist countries in establishing a roadmap for mainstreaming population dynamics, the Sustainable Development Goals, Agenda 2063, the ECOWAS Vision 2050, emerging issues and the demographic dividend into national development policies;
- He or she will integrate an economic perspective into the analysis of population and development issues, and contribute to positioning on issues of population dynamics, reproductive health, and gender equity and equality within sectoral development policies and regional frameworks;
- He or she will contribute to advocacy efforts on issues of population dynamics and the demographic dividend, while supporting the documentation of good practices, lessons learned, etc. to facilitate programme activities and their scale-up.
- ~~- He or she will develop monitoring and evaluation tools to measure the impact of national and regional strategies;~~
- He or she will support countries in the programming, implementation and monitoring and evaluation of regional interventions related to capturing the demographic dividend and to the African Union Roadmap, on the basis of the DD Programming Guide;
- He or she will provide technical support to countries for the implementation of the roadmap for the operationalisation of the (national and regional) demographic dividend observatories;
- He or she will ensure the strengthening of national and regional capacities, and will contribute to activities aimed at promoting national ownership of the demographic dividend, and will facilitate relations with countries in the implementation of initiatives aimed at capturing the demographic dividend;
- He or she will identify opportunities for partnerships with individuals, groups and organisations (government and private-sector entities, networks of religious and traditional leaders, parliamentarians, young people and women, and other development partners, media and civil society organisations) in resource mobilisation and the strategic positioning of population issues, the SDGs and the demographic dividend, and the promotion of SWEDD;
- He or she will strengthen national and regional capacities in the production and use of quality data; and will support the production of data to underpin the implementation of the SWEDD project at national and regional levels, as well as the monitoring of the SDGs;

- He or she will develop projection tools to support advocacy for the demographic dividend and evidence-based programmes;
- He or she will provide assistance to countries in the design and implementation of surveys and projections, the drafting of evidence-based reports, and the development of a national strategy for the implementation of the Sustainable Development Goals, Agenda 2063, and the ECOWAS Vision 2050.
- He or she will perform any other duties that may be assigned to him or her by the DHDSA within the framework of SWEDD+.

4. QUALIFICATIONS AND EXPERIENCE

- Education

Higher education degree at minimum Master 2 (M2) level in quantitative social sciences, such as statistics and demography.

- Knowledge and Experience

- Have at least five years of professional experience in programme or project management, specifically relating to the interrelations between population and development, including issues of poverty and/or health economics, population dynamics, the demographic dividend, etc.;
- Have proven experience in modelling the interrelations between social sectors and development, applying internationally accepted methodologies;
- Have a demonstrated understanding of national planning, programming and budgeting processes;
- Have strong analytical, synthesis and communication skills on development issues, while ensuring due regard for aspects sensitive to the culture and values of the populations concerned;
- Have proven experience in applying demo-economic modelling and monitoring evaluation methods and tools (NTA, DemDiv, small area estimation), as well as statistical methodologies (including statistical software packages such as STATA or SPSS);
- Have proven mastery of methods and techniques for assessing, processing and analysing data quality, drawing on various health and population sources (DHS, MICS and the population census);
- Have sound knowledge and understanding of the sociocultural and political context in the SWEDD+ countries;
- Have strong interpersonal communication skills;
- Have a very good knowledge of ECOWAS and must be a national of one of the ECOWAS Member States;
- Have an excellent ability to draft reports and deliver compelling oral presentations.

5. LANGUAGE

- Proficiency in spoken and written English or French. Working knowledge of a 2nd language would be an asset.

6. TERMS OF EMPLOYMENT

- The Statistician-Demographer will be required to work on site.

- The assignment has a duration of two (02) years, renewable. The Statistician-Demographer shall refrain from involving himself or herself in any situation that could place him or her in a conflict of interest in connection with the assignment.

7. BUDGET

- The estimated budget for the assignment is USD 96,000 and shall be paid from the SWEDD+ project funds.