



CONSULTANCY TO CONDUCT A GENDER CONSULTATIVE WORKSHOP & GENDER ASSESSMENT (GIRLS IMPACT FUND PROJECT, SOUTH SUDAN)

TERMS OF REFERENCE

Background:

HRSS in partnership with save the children is currently implementing the Girls impact fund project South Sudan (GIFPSS). The overall objective of the project is bring stakeholders together to learn from local women's rights organization how the humanitarian community in south Sudan can emulate their success in being able to recruit, and promote women within our organizational structures. The funding will be used to support in the facilitation of inter-Agency workshop to explore the opportunities and approaches for recruiting, retaining and promoting women. This would not only be aligned with localization agenda but also help address the question of how organization addressing gender imbalance in their teams. The HR professional would be the primary audience for the workshop with other representatives from senior leadership teams and gender advisers as the secondary audience target.

Workshops' objectives:

1. To develop a document detailing strategies on recruitment, retention and promotion of women in the humanitarian Organizations
1. To ensure women are recruited in different organizations, promoted in their places of work and as well as retained.
2. To create a framework within which gender equality can be achieved in leadership positions in the humanitarian sector.

Purpose:

The overall purpose of the consultancy service is to conduct a consultative workshop with HR directors and HR professional and senior leadership team outside the human resource from humanitarian Organizations in Juba and Bor. The consultant is expected to have knowledge of women's rights organizations

Workshop Outcome

A document detailing strategies on recruitment, retention and promotion of women in the humanitarian Organizations developed.

Training scope:

The consultancy service involves conducting training in Juba to national human resource and focal points, conduct training in Bor to national human resource focal points, conduct and a joint validation workshop in juba. The consultant is expected to develop training proposal application, training manual training session plans, and develop training reports. The training proposal application will be assessed based on the following criteria:

- Relevance and Effectiveness
- Methodological Consideration
- Compliance to regulations in South Sudan

Approach/delivery methods:

The workshops facilitation should be highly participatory, with the aim of enabling participants to practice skills, use tools and techniques and develop competencies during the training, which they will be able to apply in their day to day work. The training should be a mixture of interactive presentations, collaborative group activities, case studies and group discussions. A range of training methods should be used throughout the training, including activities reflecting different learning styles.

A knowledge of local language in Juba and Bor County, Arabic Juba is highly desirable as you will be training beneficiaries with different capacities. The training designed should be aligned to the Grils Impact Fund Project: ensuring the recruitment of women, retaining and promoting them.

Time-frame

The consultancy service is expecting to run for 10 working days in Juba and Bor. This will include delivering of training service, developing and submission of a report. The estimated numbers of participants for the training is 30 per training session.

Expected deliverables:

- Inception report –outlining details of how the training will be conducted
- Develop and submit the training schedules and tools/resources to HRSS
- Conduct training workshop
- Compile and submit quality document on how to recruit, retain and promote women to HRSS that will be subjected to validation
- Submit a final document on how to recruit, retain and promote women after validation

- Produce final report for the entire activities

Qualifications and competencies of consultant:

Potential Consultant should be competent trainer in the field and obtain relevant experience including significant experience of delivering training, particularly within the lobby and advocacy sector and/or community based development, women's rights.

- At least bachelor's degree in the relevant area
- Experience of designing participatory training for work-related learning
- Fluency (Verbal and written) Skill in English Language. Fluency in the Arabic is an added advantage.
- Minimum of 3 years of relevant experience in providing trainings and conducting workshops to non-governmental and development organizations
- Excellent social reputation with different segments of the society.
- Excellent communication and facilitation skills, distinct but moderate and encouraging
- Ability to engage audience attention.
- Adequate capacity building background including recent expertise in leading advocacy/campaigning/policy influencing work

Application Procedure

The application deadline is Friday, 4 March 2022, 5pm Juba time. However, please note that the applications will be received on a rolling basis. We look forward to receiving training proposal, budget, and Independent Consultant's curriculum vitae as well as references of other similar assignments.

Please email your application to logistics@hoperestorationsouthsudan.org

Note: HRSS considers diversity to be an advantage and we strongly encourage women to apply. HRSS will consider competent candidates or agencies irrespective of age, gender, nationality or religious affiliation to apply for this consultancy services.



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