

Terms of Reference: Gender Based Violence (GBV) Program Design Consultant

Background

Women for Women International (WfWI) is partnering with the Global Women's Institute (GWI) at George Washington University for a three-country and three-year long project to develop programming models that equip non-GBV specialists to receive disclosures from GBV survivors, meet survivors' basic & immediate needs, and facilitate access between GBV survivors and GBV response services in accordance with best practices, context, and local realities.

Over the next 18 months, WfWI and three partner organizations¹ will deliver six pilot projects across the Democratic Republic of Congo (DRC), Iraq and South Sudan. Pilot projects will trial a range of activities within three key pillars:

1. Improved immediate handling of GBV Disclosures
2. Connecting to and supporting existing GBV specialist services
3. Medium to long support to enable non-GBV specialists to better respond to survivors.

Learning and reflection throughout the pilot period and at the end will then contribute to the development of a globally accessible toolkit to guide non-GBV specialist organizations on options for how to best interact with GBV survivors in fragile and conflict-affected locations.

Consultancy Purpose

WfWI is seeking an experienced consultant to support in the development of pilot activities, particularly with the adaptation of existing, and development of new, training curricula, materials, and guidelines. Topics will all broadly relate to Gender Equality and GBV, but with focus on different areas including psycho-social first aid (PFA) and support, safety planning and preparedness, data security and confidentiality, disability inclusion, adolescent girls, etc.

Expected Deliverables

- Work in partnership with GWI, WfWI global staff, WfWI in-country staff and pilot partners to develop curricula, tools, and guidelines to support the delivery of pilot activities.
- Ensure a collaborative design process, drawing on formative research and inputs from stakeholders in DRC, Iraq, and South Sudan.
- Specific items to be developed or adapted from previously existing guidelines/tools may include (*to be confirmed*):
 - Training materials on the GBV Pocket Guide, including additional materials on PFA, facilitating safe referrals and safety planning and preparedness.
 - Training materials for GBV service providers (e.g., health care actors) on gender equality and survivor centered care.
 - Training materials for community leaders on handling disclosures, referrals and PFA.
 - Training materials for men and wider community members to reduce stigma associated with accessing GBV services.
 - Training materials for frontline staff on confidentiality and data security.

Duration and Timing

We are seeking a consultant to start as soon as possible and anticipate them working 2.5 to 4 days per week (depending on the consultant's availability) for maximumly 4 months. There is the potential possibility of the consultant travelling to one or more of the project's target countries in early 2024 to deliver training to WfWI staff. Shortlisting will be conducted on rolling bases. The successful consultant shall commence work on Feb 1st, 2024.

Knowledge, Skills and Experience Required

- Master's degree or equivalent post graduate degree in social sciences, public policy, public health, social work, or other relevant field [Note: number of years of relevant work experience may be considered in lieu of master's degree.]
- Minimum of 5 years of work experience in program delivery or technical advice / support to gender-based violence programming.
- Proven experience of developing and delivering training.
- Proven experience developing organization or sector-wide guidance documents.
- Clear demonstration of ethical principles related to working with survivors of GBV: do no harm, safety, confidentiality, non-discrimination, dignity, consent.
- Demonstrated ability to coordinate a large team of people through a participatory process to achieve a deliverable.
- Demonstrated understanding and experience of gender issues and proven commitment to addressing gender inequalities in all key areas of responsibility.
- Fluency in English. French an asset.
- Excellent organizational skills and the ability to prioritize with attention to detail.
- Excellent written and verbal communication skills, including the ability to develop clear and high-quality documents, as well as deliver training sessions in-person and online.
- Solid computer skills, including experience working with PowerPoint, Word, and online video call platforms.
- Ability to work both independently and collaboratively with team members from different backgrounds and cultures.
- Experience working to and meeting clear deadlines.
- Adaptable and agile in work modalities.
- Respect for Confidentiality.

Application process

If you are interested in this consultancy, please submit:

- your CV,
- a maximum 2-page cover letter summarizing your suitability for the assignment,
- your expected daily fee rate and availability, and
- a sample of past work

Send all applications to: sosudanjobs@womenforwomen.org, MKajokaya@womenforwomen.org, mabure@womenforwomen.org & Mwilson@womenforwomen.org