

TERMS OF REFERENCE

Consultant, Gender Integration Project

BASED IN: Remote
DURATION: 6 consultancy days between July and September 2024
DAILY RATE: Depending on experience
REPORTS TO: Gender Integration Project Manager

About Peaceful Change initiative

The Peaceful Change initiative (PCi) is a UK-registered charity that works to break cycles of violent conflict and build the mechanisms and relationships that support long-term peace. PCi currently works in Libya, Ukraine, Serbia, Kosovo, and Mozambique. We:

- Work with and support communities in their endeavours to develop and implement initiatives that:
 - Enhance their perception of safety and security
 - Build relationships and transform institutions required for an enabling environment for peacebuilding
- Work with international aid agencies and diplomats to strengthen their understanding of conflict and peace dynamics and support them in implementing conflict sensitive assistance.

Our work is guided by core values of inclusion, dialogue, and collaboration. PCi's strong programming preference is to work with partner organisations in the countries in which we work and to find specific niches where we can add value to the work that they are undertaking.

Background

In 2023, PCi secured a grant from PeaceNexus to implement a project aimed at strengthening gender integration across its organisational processes and programmes. The project has two main objectives: (1) to increase awareness and understanding of gender (theory and practice) among PCi's Trustees, and operations and projects' teams; (2) to establish accountability mechanisms within the organisation to ensure that gender integration is achieved, with progress reviewed, learning captured, and new objectives set regularly.

In the inception phase of the project, a group of Gender Focal Points (GFPs) representing different teams were appointed. The GFPs will represent both points of leadership, by providing direction and support to their respective teams, and points of accountability, by ensuring that the action points agreed in the project plan are duly and timely implemented. A series of workshops with the GFP and other 'gender integration champions' within PCi were facilitated to map what challenges different teams are facing in integrating gender into their work and what types of support the GFPs and their wider teams will require from PCi to further integrate gender into their work.

Consultancy Description

PCi is recruiting a Senior Gender Expert on a fixed consultancy basis to provide capacity support and accompaniment to the Gender Focal Points and the wider project team on the gender integration project.

The Consultant will be responsible for **designing and facilitating a 1-day on-line training / workshop** (to take place ideally in the **first half of July 2024**) focusing on gender integration:

- **Day 1:** the main objective of day 1 will be for the group to achieve a shared understanding of gender concepts and tools, including agreeing on shared tools, language and learning questions to be explored to strengthen gender integration.
- **Day 2:** the main objective of day 2 will be for the group to identify concrete opportunities and ways to integrate gender into specific processes and projects that different teams work on.

After the workshop, the Consultant will be required to **work with individual GFPs and their respective teams** to support them in addressing any specific challenges they may be facing to integrating gender into their work.

Deliverables

1	Training/workshop design and preparation	Produce training/workshop agenda and content, including any training materials, presentations, facilitation notes and handouts.	2 days
2	Training/workshop facilitation	Facilitate on-line sessions, conduct training, manage working groups.	1 day (2 half days)
3	Mentoring to PCi Teams	Provide ad hoc support and accompaniment to individual teams to address specific challenges they are facing to integrating gender in their work.	3 days

Person Specifications

The ideal Consultant for this role should bring:

- Experience of working in the peacebuilding sector and on Gender, Peace and Security
- Experience in facilitating and leading outcome-focused discussions on gender integration at both organisational and programmatic level
- Knowledge of most recent gender integration frameworks
- A strong learning and adaption approach to the process
- Ability to engage with challenges faced by teams across diverse geographies and contexts
- Mentoring/coaching experience, and ability to act as a resource to help different teams to engage with new concepts and tools
- Availability to conduct the workshop in the first half of July (remotely)

Application process

To apply for this consultancy, candidates should send a CV and a cover letter to recruitment@peacefulchange.org by **25 June 2024**. The cover letter should: (1) indicate the consultant's requested daily rate; (2) highlight examples of their experience in facilitating similar gender integration projects at the programmatic and organisational level, explaining what challenges they faced and how they responded.