



## Short-Term Consultancy to:

Compile a standard global curriculum to support women's grassroots advocacy and action

### Overview

**Organisation:** Women for Women International (WfWI)

**Budget:** \$6,000 USD/€5,410 EUR/£5,040

**Duration of contract:** 2 – 3 weeks,

**Deadline for applications:** 22<sup>nd</sup> November (interviews to be conducted 24<sup>th</sup> – 26<sup>th</sup> November)

**Project start date:** 1<sup>st</sup> December 2020 (the project must be completed by the 31st December).

**Location:** Consultations can be based anywhere – project to be completed remotely

Women for Women International (WfWI) is seeking support via a short-term consultancy project to:

- a) Analyse Women for Women International's existing three Change Agent curricula (which have been locally developed and delivered to suit each context) from Afghanistan, Nigeria and DRC, as well as the Change Agent programme descriptions, principles, guidance, M&E and results.
- b) Informed by this review process, produce a revised 'global' version of the Change Agents curriculum, composed of the 'best bits' of the existing country-specific curricula, and revise content where required.

We invite proposals from consultants with expertise in training, curriculum development, women's rights and advocacy programming, particularly with expertise with regards to grassroots advocacy training in developing and conflict-affected countries.

### 1. Background:

Women for Women International (WfWI) works with marginalised women in conflict-affected countries to help them move from poverty and isolation to self-sufficiency and empowerment. Through our combined economic and social empowerment programme, we aim to provide participants with a combination of knowledge, skills, and resources to increase their self-confidence and capacity to create sustainable change in their lives and those of their families and communities. Through this year-long programme, women learn about the value of their work in the family and local economy, basic health practices, their role in decision making, women's rights, and the benefits of working together in a group for social and economic purposes. For women who need it, we provide a limited series of numeracy classes to bring them to the level where they can better benefit from their business and vocational skills training. We also provide referral services to women, connecting them to health, legal and financial services.

Since 2017 – across Afghanistan, Iraq, Nigeria, Rwanda, Kosovo and the Democratic Republic of the Congo (DRC) – Women for Women International has developed, piloted, adapted and replicated a new grassroots advocacy approach, training women in advanced leadership and advocacy skills to become Change Agents, or advocates. This has been developed as part of a grant from the Dutch Ministry of Foreign Affairs called the Fund for Leadership Opportunities for Women (FLOW) II. As the

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**5-year project wraps up, our aim is to produce this curriculum for WfWI to take forward the ‘best of’ grassroots advocacy training across WfWI’s global programmes.**

To date, this Change Agents programme has been implemented as an extension to Women for Women International’s year-long integrated social and economic empowerment approach for marginalised women survivors of war. The Change Agents programme is a key part of our ongoing commitment to supporting women’s participation in the decision-making that affects their lives. The main aim of the Change Agents programme is to provide select women who show real, natural leadership and dynamism in advocacy with the tools, knowledge and skills to identify, advocate for and secure changes on issues that directly affect marginalised women.

The Change Agents programme seeks to build women’s capacity to identify the structural barriers and issues they face in their communities and identify ways to overcome them. Change Agents are nominated for the programme by their peers – other women from our year-long social and economic empowerment programme. The Change Agents programme is tailored based on the local context, but it includes core components such as advanced content on women’s rights; gender and power analysis; problem solving; communication skills; identifying stakeholders; managing risk and planning for action.

The appointed consultant will have full access to WfWI’s grant documents, programme descriptions, principles, curricula and other relevant documents and will also have opportunities to discuss programme delivery and gather input from WfWI Country Office staff.

## **2. Purpose and objective of the project:**

This project is intended to support WfWI in building on our learnings from the past three years of delivering a grassroots advocacy and leadership (‘Change Agents’) programme. With a global Change Agent curriculum, we aim to take a more purposeful and harmonized approach across all of our programming to enabling women to take action and make change in their communities.

The three existing Change Agent curricula are meant for trainers to deliver to Change Agents and are therefore more “trainer manuals.” They are not handed out to training participants. The curricula are based on the same principles and key training objectives, and therefore are similar in terms of scope, duration of training and content elements. They differ in terms of depth, language, exercises, and examples.

To create a standard, global version of the Change Agent curriculum, we envision that this project will consist of two components:

- a) Analyse Women for Women International’s existing Change Agent curricula (which have been locally developed and delivered to suit each context) from Afghanistan, DRC and Nigeria:**
  - Review and become familiarised with all existing Change Agent curricula
  - Review Change Agent programme descriptions, principles, guidance, M&E and results
  - Consolidate already identified and documented learnings (e.g. FLOW mid-term evaluation, ‘Taking Action’ publication, Change Agent surveys)
  - Facilitate a global internal dialogue (virtually) with Country Office staff and trainers to gather feedback from their development, delivery and evaluation of the training
  - If possible, interview representative Change Agents engaged in ongoing activities and/or incorporate/review notes from annual Change Agent workshops

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**b) Informed by this review process, produce a revised 'global' version of the Change Agents curriculum, composed of the 'best bits' of the existing 'country-specific' curricula, and draft new content where required**

- Identify sections/modules to be retained and areas to be improved/revised
- Review proposed changes with WfWI staff
- Propose revisions and draft new content element based on feedback (limited in scope)

**2.2. Budget:**

The total budget for this project is \$6,000 USD/€5,410 EUR/£5,040. This should cover all costs associated with the project. As we have estimated approximately 2-3 weeks for the project, we expect the consultant to work near full-time.

A budget should be included in the application, demonstrating the distribution of spends (day rate, expenses, etc.).

**2.3. Outputs:**

1. Summary report on the key findings of the review process (component a), to include:
  - a. Consolidated 'learnings' and areas for revision/addition
  - b. Summary of and conclusions from discussions with WfWI Country Offices
2. Revised 'global version' of the WfWI Change Agent curriculum
3. Debrief with WfWI to discuss process and outputs

### **3. Essential skills/experience and how to apply:**

**Skills/experience:**

- Expertise in training and curriculum development;
- Expertise in women's rights programming in developing and/or conflict-affected contexts;
- Experience in grassroots advocacy programming and training;
- Excellent written skills;
- Demonstrable research skills;
- Ability to work to strict/tight deadlines;
- Knowledge/experience of grassroots advocacy;
- French or Pashto/Farsi would be desirable but not essential

**To Apply:**

Please submit:

- A covering letter outlining your suitability for the project and any issues you would like to flag (max 3 pages);
- Budget (including all estimated costs);
- Project plan/timeline;
- Examples of similar work completed or references; and
- Your CV.

Please submit your proposal by 22<sup>nd</sup> November to [mharington@womenforwomen.org](mailto:mharington@womenforwomen.org). Please also contact Miranda Harington ([mharington@womenforwomen.org](mailto:mharington@womenforwomen.org)) if you have any questions.