



## **TERMS OF REFERENCE FOR THE RECRUITMENT OF A GENDER EXPERT (CONSULTANCY)**

**Location:** homebased

**Application Deadline:** Monday, 8 January 2024

**Post Level:** International consultant

**Languages Required:** English and French

**Start Date:** As soon as possible

**Expected Duration of Assignment:** 6 months

**Project Title:** Humanitarian Assistance in West Africa, Women Peace and Security Project (HAWA-WPS)

### **BACKGROUND AND JUSTIFICATION**

The ACP, Austrian Centre for Peace is an Austrian-based institute carrying out activities and providing services in the area of training and adult education, conflict resolution (i.e. for instance, dialogue & mediation processes between parties to a conflict) initiatives, and research. These activities are taking place within the realms of and are geared towards contributing to peace and security.

The project Capacity Development for Humanitarian Assistance in West Africa (HAWA IV) aims at strengthening capacities for effective humanitarian crisis response in the Economic Community of West African States (ECOWAS). Through research grounded gender responsive individual competency development, the HAWA/KAIPTC programs are developed for professionals engaged in humanitarian assistance work, i.e. specifically, members/staff working for civil protection authorities, security forces, and NGOs/civil society. The Humanitarian-Development-Peace Nexus approach is a key element across the curriculum,

together with a constant and active promotion of the enhancement of policy development, deployment capacities, local preparedness, and peace initiatives.

The project activities are financed by Austrian Development Agency and implemented in Ghana, in cooperation with the Kofi Annan International Peacekeeping Training Centre (KAIPTC) and the Austrian Federal Ministry of Defense, as well as in Burkina Faso, Senegal, Nigeria, Mali, and Niger in cooperation with HAWA course graduates (alumni) and local partner organizations.

The fourth phase of the Humanitarian Assistance in West Africa (HAWA) project has a gender and diversity mainstreaming component. On top of this, central components of the project will expressly focus on a transformative approach towards gender equality and the intersections of gender and other social categories as age, ethnicity, and origin to contribute to Women's Empowerment, gender equality and the implementation of the WPS Agenda in Humanitarian Assistance in the ECOWAS.

## **OBJECTIVE OF THE CONSULTANCY**

ACP is inviting qualified and experienced individuals to apply for the consultancy position of a Gender Expert for the project HAWA-WPS, Humanitarian Assistance in West Africa, Women Peace and Security. During the six-month period, the consultant will play a crucial role in providing expertise, revising, and reformulating the project gender strategy, conducting surveys and exploiting the survey's results, contribute to the drafting of strategic documents, as well as perform research and analysis. The project countries in West Africa include Nigeria, Mali, Senegal, Niger, and Burkina Faso.

Additionally, the Consultant will contribute to the project's success by leveraging her/his knowledge and experience of Gender, Peace and Security, Humanitarian Assistance, and Development in conflict settings to inform and guide strategic initiatives.

## **RESPONSIBILITIES/DELIVERABLES**

Under the supervision of HAWA Team Management, the HAWA-project officer, Ms Fatou Ndour, the Consultant will be responsible for the following deliverables/tasks:

- a) Serve as Gender Expert to provide specialized advice and insights.



- b) Collaborate with the HAWA project team in drafting strategic documents related to Humanitarian Assistance and Women, Peace, and Security in West Africa and in the earmarked project countries.
- c) Conduct comprehensive research on Gender and Conflict within project countries, providing actionable recommendations for program implementation.
- d) Contribute to the implantation of the Hawa project gender strategy.
- e) Draft/review strategic documents aligned with the project's objectives.
- f) Closely support the project team with any other task as may be required by the program manager.

### **CORE COMPETENCIES AND VALUES**

- An expert in gender mainstreaming in development and humanitarian program.
- Practical knowledge of the gender – HDP nexus.
- Solid understanding of the humanitarian action cycle and its main stakeholders in West Africa.
- Sound knowledge of WPS agenda and initiatives in West Africa.
- Familiar with quantitative and qualitative research methods, data collection and analysis.
- Experience in designing capacity building trainings is desirable.
- Experience in working on women's economic empowerment initiative is desirable.
- Very good report drafting skills.
- Full respect for diversity, integrity, and professionalism.

### **REQUIRED QUALIFICATION**

- A Master's degree in the following fields: Law, Gender and Development, Human Rights, Peace, Security, or in a relevant discipline;
- Over Seven (7) years of professional experience working in conflict settings, with a focus on gender, humanitarian action, development, peace and security;
- At least 2 years of experience on capacity development programs in humanitarian settings. The consultant will be working on a very sensitive matter subject to cultural biases in a specific geographic region, it is imperative that s/he has a good knowledge /previous experience of the region;
- Excellent analytical, facilitation and communications skills and ability to negotiate amongst a wide range of stakeholders;
- Proved experience in editing and proof-reading;



- Bilingual proficiency in both English and French

## **CONTRACTING CONDITIONS**

The selected Consultant will be compensated based on a mutually agreed-upon fee, inclusive of all travel and accommodation expenses related to the consultancy.

## **DURATION OF CONSULTANCY**

This is a six-month consultancy offer with the possibility of extension based on performance, availability of funding from the sponsor and based on project needs.

## **APPLICATION PROCESS**

Interested candidate should submit their applications, including a detailed CV and a cover letter outlining their relevant experience and approach to addressing the project's goals. Applications should be sent by the January 8 2024. Applications will be screened and candidates shortlisted on a rolling basis - only shortlisted candidates will be contacted

## **SELECTION CRITERIA**

Applications will be evaluated based on the following criteria:

- a) Relevance of educational background and professional experience.
- b) Demonstrated expertise in gender, humanitarian, development and peace issues.
- c) Bilingual proficiency in English and French
- d) Previous experience working in conflict settings.

## **CONTACT INFORMATION**

For inquiries or additional information, please contact [hawa@ac4p.at](mailto:hawa@ac4p.at)