



Consultancy opportunity: Provide technical support to the implementation of Plan International's Gender Transformative Marker

March 2021

1. SUMMARY

Plan International has recently launched a new tool, the Gender Transformative Marker, which is intended to support offices working to strengthen gender transformative programming for vulnerable and excluded children and young people, especially girls. In 2021 and beyond we are increasingly trying to adapt and build programmes that are gender transformative.

We are seeking a consultant who can provide technical support to the Sida CIVSAM global programme which includes several Country Offices and local CSO partners. The assignment is both to conduct a review of how well the projects have integrated a gender transformative approach today, and to provide advice and mentor staff and partners to ensure that projects can be more successful in their gender transformative work going forward. The consultant is expected to familiarise themselves with Plan International's approaches, successes and challenges, and support us in strengthening our gender transformative work.

The assignment is expected to run part-time from spring 2021 to spring 2022. The work flow will change from month to month, and will be negotiated on a regular basis with the consultants to account for Plan International's needs and the consultants' other commitments.

2. BACKGROUND AND RATIONALE

Founded in 1937, Plan International is a development and humanitarian organisation that advances children's rights and equality for girls. Plan International is independent, and has no religious, political or governmental affiliations. We strive for a just world, working together with children, young people, communities and partners. We see clear links between fulfilling children's rights, achieving gender equality and ending child poverty. We have programmes in over 50 countries across Africa, the Americas and Asia. We also have offices in a further 20 countries, where our aim is mainly to mobilise support.

The Sida CIVSAM framework (2019-2024) provides funding to 25 Country Offices and their partner organisations. It is an integrated programme with its main focus on the thematic areas of sexual and reproductive health and rights (SRHR), child protection and child/youth participation. These areas are underpinned by the gender transformative approach. As part of the CIVSAM Framework, we have earmarked funds (through the Boosting Impact Programme) for support to County Offices and their respective partners during FY21 and FY22, which will be used for this project.

Plan International's gender transformative approach focuses on tackling the root causes of gender inequality and reshaping unequal gender and power relations to achieve the full realisation of girls' rights.

The Gender Transformative Marker contains six elements:

1. Addressing how gender norms influence children and youth throughout their life course;
2. Work to strengthen girls' and young women's agency over the decisions that affect them;
3. Work with and support boys and men to embrace positive masculinities and to promote gender equality;
4. Consider children and youth in all their diversity;
5. Improve the conditions and social position of girls and young women;
6. Foster an enabling environment where all stakeholders work together to support children and youth.

These elements are interconnected and mutually reinforcing, and are intended to improve the quality and sustainability of both our programming and influencing work. They are relevant and applicable for both development and humanitarian contexts. Plan International Country Strategies should address all six elements, but a single programme, project or initiative need not necessarily include all elements.

3. OBJECTIVES

The overall aim of this consultancy is to conduct a review of the current status of the integration of the gender transformative approach in ongoing Sida financed projects and provide concrete suggestions and mentor staff and partners on how to improve their gender approaches. The consultant should work in coordination with the Gender & Inclusion Group, the global network of technical specialists on gender and inclusion within the organisation.

Tasks are likely to include:

- Conduct a review on the current status of ongoing CIVSAM-projects in implementing the Gender Transformative Marker;
- Develop a brief analysis on current situation and practical recommendations for moving forward to improve performance in relation to the Gender Transformative Marker;
- Provide support to project staff in country offices and focal points at Plan International Sweden on how each project can improve its gender transformative approach;
- Design and conduct additional learning webinars for staff and partners if needed;
- Other key tasks that may arise on gender transformative capability strengthening.

4. TIMELINE AND MANAGEMENT DETAILS

It is anticipated that the assignments will be spread over a period of 10 months, from spring **2021** to **spring 2022**.

Plan International commits to a minimum of 70 days under this consultancy assignment. The total amount for the consultancy cannot exceed 400,000 SEK. Each task will be agreed by all parties through ToRs as we progress through the year.

An initial payment of will be paid upon signing the contract to indicate Plan's commitment. The consultant/s will be required to keep a timesheet, and thereafter invoice Plan on a regular basis according to days worked.

5. SELECTION CRITERIA

We are looking for a consultant who can demonstrate the following:

- Strong technical knowledge and practical experience of working to advance gender equality, as well as experience of working with children and young people;
- Experience of working with rights-based and gender-sensitive programmes at all stages of the programme delivery cycle at country/field office level;
- Experience in developing programme tools, manuals and guidance;
- Experience in coaching and mentoring staff and partners in how to improve their gender transformative approaches;
- Experience in delivering online training and capacity strengthening programmes;
- Excellent communication and report writing skills;
- Fluency in English; fluency in French and/or Spanish is highly desirable.

We are looking for someone who is highly collaborative, flexible and a self-starter. Familiarity with Plan International is an advantage.

6. HOW TO APPLY

- Please send an application detailing how your experience meets the requirements highlighted above, as well as costs and availability. The application should be maximum 5 pages (excluding CV).
- Please contact Ebba Wigerström (ebba.wigerstrom@plansverige.org) or Agnes Björn (agnes.bjorn@plansverige.org) if you have any questions.
- Final proposals should be submitted by May 10th to ebba.wigerstrom@plansverige.org.