CALL FOR EXPRESSION OF INTEREST

CONSULTANCY: To Facilitate GENDER EQUALITY CAPACITY BUILDING

1. **Background and Rationale:**
Mennonite Economic Development Associates (MEDA) is an international economic development organization whose mission is to create business solutions to poverty. The Nigeria WAY is a five-year (2017-2022) project that will assist economically active women and youth to increase their income, particularly those who are involved in agro processing in the rice, soybean and groundnut value chains. In addition, the project will work with communities and families to improve the environment where girls grow up and become economically active. The project, funded by the Government of Canada and MEDA, utilises a private sector development approach which seeks to engage private sector firms to include women and youth in their business practice. The goal of the project is to improve the income and contribution of women and young people to Nigeria’s economic development. The specific objectives include direct support to 16,000 mainly women and youth led SSBs and Entrepreneurs to increase their income and strengthen their business performance in three value chains. In addition, the project seeks to improve the overall business environment for women and youth led SSBs and Entrepreneurs, and to support dialogue in communities and families on risks to children entering the market system.

MEDA in its programming mainstream Gender Equality and Environmental Stainability strategies as cross cutting sectors across all its project interventions. MEDA also as a policy implements its projects through local key facilitating partners, market actors and other local stakeholders. To achieve its gender equality goals, there is the need to train these local partners and align their activities with the MEDA Gender equality and Youth Inclusion (GESI) framework.

2. **Objective**
Improving gender equality and social inclusion remains critical to fully realize women empowerment in order to achieve the program goal. In line with this goal, Nigeria WAY Project seeks for a competent and technically sound resource person to work part time on a consultancy basis to design and facilitate training on Gender Equality, Gender Mainstreaming, Gender Action Learning System (GALS) and other Gender Approaches for MEDA partners and Gender Advisory Committees. This position requires a candidate who is passionate about gender equality and social inclusion.

3. **Purpose of Expression of Interest:**
The need for more capacity building and continuous capacity building around gender equality, gender responsiveness and gender approaches were noted by our partners during the Partners forum and at the Project Gender Advisory Meeting. Hence we consider this observation very important since MEDA contracts its work to partners, we believe that with adequate building capacity of our partners on Gender equality approaches, our work on tackling gender inequality can be further strengthened since partners activities centres around women, girls and youth, evidence shows that women and Girls often face the most significant barriers to exercising their rights which is why gender equality and girls’ rights remain a distinct priority for our work.
4. **Specific Tasks**
   1. Conduct a review of the existing MEDA Gender Equality & Youth Inclusion (GESI) framework.
   2. Development of curriculum and training modules.
   3. Development of a feasible training workplan
   4. Design and analysis pre & post evaluation of trainees.
   5. Activity report

5. **Deliverables:**
   1. Development of training curriculum
   2. Results of pre and post-test evaluation.
   3. Training of MEDA certified partners.

6. **Time frame:** The training will be conducted within 5 days period.

7. **Report on Lines**
   Under the overall guidance of the Country Director, the Gender Resource Person will report to the Gender Coordinator.

8. **Qualifications**
   i. The Gender Resource Persons shall have at least a university degree;
   ii. Experience in gender equality and women’s economic empowerment programming;
   iii. The ability to develop a participatory training curriculum.
   iv. Effective presentation skills with the ability to network, build relationships and establish collaboration with different partners and agencies;
   v. Very good interpersonal and communication skills, ability to follow-up with development partners;
   vi. Fluent in Hausa.

9. **Instructions for submission:**
   All submissions must be emailed to: nigeriaway@meda.org by 5:00 PM on 21st January 2021. Please use ‘GE Trainer’ as the subject title of your email application.
   - Profile of consultant/or firm, clear demonstration of previous experience in Gender capacity development/training
   - Understanding the Terms of Reference
   - Approach and methodology
   - Work plan

Appendices to the proposal must include:
   - CVs of the consultant/consultancy team to be involved with responsibility area and level of efforts required during the assignment: - The resume shall reflect the most important and
relevant trainings delivered by the individual/organization, and the beneficiaries of these trainings.

- Three references from similar projects undertaken by the consultant, including e-mail contacts and phone numbers.
- Brief narrative report on a similar activity carried out.