

Gender Equality & Inclusion Consultant

For Farm Radio International

Background

Farm Radio International is a unique international non-profit organization dedicated exclusively to serving African farming families and rural communities through the innovative use of radio and mobile phones. Together with our partners, we reached an estimated 20 million people across rural Africa with life-changing information last year, which helped at least 4 million of them make a positive change. FRI is committed to reducing gender inequalities and meeting the information needs of rural women and men by providing gender-responsive information on agriculture and marketing, health and nutrition, addressing gender inequality issues on air through creative and engaging radio programs and amplifying the voices of women on air, both as radio producers and radio interviewees, to take an active part in social dialogues through ICTs.

The last two years have marked a significant shift in FRI's ability and commitment to integrate gender equality principles in our work. Scaling Her Voice on Air (SHV), a five year initiative funded by Global Affairs Canada that aims to improve food security and gender equality in West Africa by building sustainable interactive radio platforms, by and with women, is providing a great opportunity to develop new tools and resources to address gender equality in our programming - see:

<https://w05.international.gc.ca/projectbrowser-banqueprojets/project-projet/details/D001692001>.

As we end our second year of project implementation, FRI is looking at support in capitalizing on our learnings in gender equality and gender transformative approaches, improve our capacity to deliver those approaches and refine our gender equality strategy and policy.

FRI is therefore looking for a consultant to support the institutionalization of gender equality processes to ensure an enabling environment for staff, volunteers and partners to develop innovative ways to transform unequal power relations and promote women's rights through radio and information and communication technologies for the SHV project. The consultant would work closely with FRI Gender Equality Advisor based in Ottawa.

Objectives

Farm Radio International is looking for a qualified and dynamic consultant (or team) to develop and implement a capacity building plan for staff, partners and volunteers in the context of our

SHV project and guide FRI's Gender Equality Policy revision work as well as the improvement of our Gender Equality Strategy for Scaling Her Voice on Air.

Strengthening FRI staff at various levels of responsibility remains a strong priority for FRI. We currently operate with one Gender Equality Advisor, supported by a team of gender focal persons based in each country offices of FRI. In addition to the various training opportunities offered by partner organizations and FRI's advisor, we are seeking support in establishing a solid short and long term capacity building plan for staff, adapted to the different levels of responsibility and based on a previous assessments conducted at FRI to allow for the successful implementation of SHV.

Revising our Gender Equality Policy -and project strategy- is also a priority for FRI, since our latest version was established in 2015. Over the past year, FRI has been doing a lot of consultations and workshops with staff and other experts to develop our 2020 and beyond strategic intentions and our gender equality strategy for the SHV project. During this period, there has been some important discussions about FRI's vision and priorities regarding gender equality and inclusion. We would like support in aligning our policy with our strategic intentions. We are aiming for a highly participative process with our staff, gender focal points and board members. Along the same lines, we are seeking support to revise and refine the project's gender equality strategy.

Major Activities:

- Explore FRI documents i.e. Gender Equality Policy, 2015-2020 Strategic intentions, 2019 FRI's Gender Equality Assessment, Analysis of key trends and priorities in gender equality, SHV gender equality strategy, etc.
- Consultation with FRI staff involved in gender equality more broadly, in SHV project implementation team and FRI's Executive Management Committee to establish needs and priorities
- Develop a detailed Capacity Building Plan in the context of our SHV project, including short-term and long-term elements
- Deliver the short-term Capacity Building element
- Establish and implement a participatory process to review the Gender Equality Policy
- Recommend revisions to Farm Radio's Gender Equality Policy
- Establish recommendations for FRI's Gender Equality Strategy

Key Deliverables:

- Capacity Building Plan for SHV
- Short-term Capacity Building Plan delivered

- Recommendations for revisions to Gender Equality Policy
- Recommendations for revisions to Gender Equality Strategy for SHV

Budget

Up to 15,000 CAD

Timeline

This mandate would take place over a period of two months, from February to March 2020 in Ottawa, Canada with distance consultation with some FRI staff based in our country offices.

Qualifications

- Minimum of 5 to 7 years of experience working in the field of gender equality, especially with non-governmental organisations
- Demonstrated experience in the institutionalization of gender equality
- Knowledge and experience in gender-transformative programming, particularly in developing country contexts
- Fluency in English and French (mandatory)
- Knowledge and experience in media and/or communication for development, particularly as it relates to gender equality, considered an asset
- Ability to produce high quality work with minimal supervision and under tight timeframes

Application procedures

- Deadline for submitting proposal - February 9, 2020
- Email submission to Caroline Montpetit ; Regional Program Manager and Gender Equality Advisor at cmontpetit@farmradio.org
- Explain how you would address the objectives and deliverables and your ability to meet the technical requirements and timelines
- Budget
- Resumes of principal consultant(s)

Farm Radio will respond to questions about the call for proposals until January 30, 2020. Please email Caroline Montpetit your questions.