



EuroMed Feminist Initiative
المبادرة النسوية الأورومتوسطية
Initiative Féministe EuroMed

TERMS OF REFERENCE

***Training on organisational development focusing on governance,
internal procedures, and policies***

***The program “Supporting political transition in Syria through gender-sensitive social
reconstruction”***

EUROMED FEMINIST INITIATIVE



SWEDEN



Background

EuroMed Feminist Initiative (EFI) is a policy network that provides expertise in the field of gender equality, democracy building and citizenship, and advocates for political solutions to all conflicts, and peoples' rights to self-determination. It encompasses women's rights organizations from the two shores of the Mediterranean and seeks to correct the gender power imbalances through ending discrimination and oppression of women and bringing about positive change for the whole society. Headquarters are in Paris, with offices in Amman, Beirut and Erbil. You can visit our website to know more about our work: www.efi-ife.org

Introduction

Syrian participants will be provided with a specialized advanced training on the internal management and financial budgeting and control, developing internal regulations and guidelines like human resources policies, anti-corruption policies, procurement guidelines, code of conducts...etc. The trainings will also support the organizations seeking official registration through exchange of experiences and sharing of official procedures. Each training will have 20-25 participants representing at least 10-12 Syrian CSOs.

Objectives of the consultancy

To offer a training workshop that raise awareness and improves skills related to gender balance in the internal governance processes and procedures of partners. The goal is to assist partners enhance their sustainability, improve their outreach, and expand their synergies to increase visibility of the plight of women and girls affected by the Syria crisis in a manner that does not compromise human dignity; does not take away their voice; and works in line with internationally recognized humanitarian standards.

Scope of work

Upon completion of the training, participants from different CSOs are expected to help advance the key objectives that include:

- Gender mainstreaming the organisational policies, and focus on inclusion in hiring
- Ensuring transparency and accountability in all financial procedures
- Gender sensitive HR policies and strict anti- harassment policies and complaint mechanism

Timeline:

- The training will be implemented Mid-August in Beirut or online depending on the COVID 19 regulations.

Deadline for submission: 23rd of July 2021

Qualifications, Background and Experience:



- Excellent written and spoken English skills required, including demonstrated ability in writing briefing papers and other information products, and fluency in Arabic.
- Extensive experience working on the context in Syria
- High knowledge of women's rights and gender mainstreaming policies
- More than 10 years of experience in non-governmental organizational capacity building
- Ability to deliver the training in Arabic

Requirements for Submission:

The candidates interested in this training should provide the following information to the email application@efi-ife.org :

- Curriculum Vitae (CV)
- Financial proposal
- A training plan with main points that will be covered in the training

Both registered consultants and consultancy companies are eligible to apply.

