

TERMS OF REFERENCE – RESEARCH, DELIVERY AND DISSEMINATION CONSULTANCY

Purpose

The purpose of this consultancy is to support roll-out of the IASC GBV guidelines in South Sudan, and globally, by conducting research to identifying the barriers, lessons learnt, good practice and contextual strategies to address the gap in women in paid technical and leadership opportunities in the humanitarian WASH sector. This consultancy is part of RedR's Tailored Services programme and is being delivered for International Organisation for Migration (IOM) in Juba, South Sudan.

The project has 3 phases;

1. Design & deliver primary research study (remote) 50%
2. Develop & deliver practical guidance through training, tips and checklists 35%
3. WASH Cluster learning dissemination 15%

This ToR covers all phases, with exact roles to be defined depending on applicants and the finally selected project team.

Since Associate Trainers go through a thorough assessment process, all ATs are expected to be competent in training delivery and core humanitarian competencies. In addition, for this assignment the Consultant is expected to have:

- Degree level qualification in social science, law, with a focus on gender and development preferred;
- Minimum 3 years' experience working on gender equality in humanitarian/development organizations in a senior or advisory position;
- Experience conducting organizational gender audits, and research on gender gaps and barriers;
- Demonstrated high level skills in conducting quantitative and qualitative research and analysis;
- Demonstrated skills in developing and delivering strong adult learning pedagogy, including conducting unconscious bias, inclusion and sexual harassment training;
- Excellent communication, analysis and report writing skills in English;

Desired:

- Experience with programming and training on positive masculinities;
- Experience working in South Sudan in an emergency context;
- Experience working on humanitarian WASH programming.

Outputs

1. Design & deliver primary research study (remote) 50%
 - a. Design the methodology including sampling strategy and tools
 - b. Include a literature review including examples of good practice and lessons learnt globally
 - c. Validate the research findings and develop practical recommendations with key stakeholders at the national level.
2. Develop & deliver practical guidance through training, tips and checklists 35%
 - a. Develop a training and guidance package to address knowledge, skills and behaviour gaps identified through the research, including practical examples of effective strategies.
 - b. Conduct 2 trainings for WASH management level, human resources, security and country management team staff from WASH cluster partners.
3. WASH Cluster learning dissemination 15%
 - a. Prepare and conduct presentations to disseminate the research findings tailored to engage different audiences

Fee

The standard rates of RedR UK will apply.

What RedR will be responsible for

RedR UK will liaise with the client organisation throughout the research and development processes

Should any concerns arise on the timing, scope or quality of the materials, RedR UK will inform the consultant as soon as possible and will work with him or her to identify ways to ensure contractual requirements are met

RedR will be responsible for venue arrangements prior to the course, organising trainers and training equipment, producing course materials (including workbooks and handouts), and managing the booking and registration of participants.

Reporting and liaison

The Associate Trainer shall report to Sally Ralph, Programme Coordinator.

Conduct and Quality

It is expected that throughout all phases of the assignment, the AT will adhere to the RedR UK **Code of Conduct** and display professional behaviour towards the client, participants and RedR staff.

In addition, it is expected that the AT will demonstrate the **competencies** outlined in the RedR Trainer Competency Framework (available upon request) during training delivery.

It is expected that training sessions will reflect RedR UK's **training ethos** such that sessions will be

participatory and suitable for a varied group of adult learners. It is expected that facilitators will include sufficient opportunities for participants to engage with the materials and concepts being presented such that all sessions will involve a significant proportion of the time with participants engaged in activity. The training may contain power point presentations if necessary but these should be limited in time and length so that the balance of a session is more in favour of activity rather than presentation.

In case of concerns regarding quality and or conduct while undertaking an assignment, RedR will undertake the steps outlined in the Consultant Handbook (page 19-21). Similarly, if the Consultant has complaints about the conduct of RedR staff, he/she can raise this using the complaints procedure outlined in the Consultant Handbook (page 24).

TIMEFRAME

Anticipated start date is the 1st October 2018, with all deliverables to be completed within 3 months of commencement.