**Requisition ID:**

**Job Title: Consultant -** Mapping of women-led and women-focused organizations/groups in Sudan

**Sector:** Grants and Partnerships Unit

**Employment Category:** Consultant

**Employment Type:** Part time-Time-based

**Duration of the contract:** 40 working days, 1st June to 31st August 2022.

**Open to Expatriates:** No

**Location:** Khartoum, with travel to Gedaref, South Kordofan and Blue Nile

**International Rescue Committee Background**

The International Rescue Committee responds to the world’s worst humanitarian crises and helps people to survive and rebuild their lives. Founded in 1933 at the request of Albert Einstein, IRC offers life-saving care and life-changing assistance to refugees and individuals forced to flee from war or disaster. At work today in more than 40 countries and in 22 U.S. cities, IRC restores safety, dignity and hope to millions who are uprooted by conflict or disaster. IRC leads the way from harm to home.

The IRC restarted operations in Sudan in November 2019 after operating from 1982 until 2009, successfully obtaining re-registration in Khartoum with the transitional government, and launching initial programs to support displaced populations in urban settings around Khartoum. The IRC main office is in Khartoum with additional offices in Gedaref and Blue Nile to support implementation of a new health and nutrition grant that started on 1st October 2021. IRC is implementing integrated health and nutrition, WASH and Integrated Protection including child protection, gender-based violence (GBV), and cash interventions in Khartoum, Gadaref and Blue Nile states. The projects are implemented with funding from ECHO, GFFO and BHA.

**Project Background**

While the IRC Sudan was implementing an emergency strategy until December 2021, the organization has now embarked on the implementation of a three-year Country Strategic Action Plan (SAP) running till 2024 with shift a longer-term system strengthening approach (health, education, social protection), local partner engagement/capacity sharing, which are particularly important in the context of COVID-19 response and recovery. The Government of Sudan requires all INGOs to partner with local actors to build their capacity and ensure sustainability of humanitarian program outcomes. In addition, partnership is a critical component of IRC strategy 100. IRC recognizes that partnership with local actors contributes to greater impact, scale, and more sustainable outcomes. Local actors have the necessary contextual understanding since they are closest to crisis and their involvement in our work contributes to the success of our response and recovery programmes. As IRC mobilizes more resources to reach more people affected by conflict and disasters in Sudan, there is an immediate need to identify and assess the capacity of local organizations to partner with IRC to comply with the Sudan government regulation and ensure IRC continued operation in current states and be ability to expand to other areas with high humanitarian need.

The IRC recognizes the need to be deliberately inclusive of women-led and women-focused organisations, acknowledging that women need to lead and be more involved in programming targeting improvements in the lives of women and girls. Gender Equality is a cornerstone of all IRC programs, so that women see real improvements to their safety, education, and economic wellbeing. This is in line with IRC’s global, S100 plan, regional priorities and reflected in the Country Strategic Action Plan that sets specific targets for strategically partnering with women-led and/or women-focused organisations with the objective of maximizing reach to the most disadvantaged communities and ensuring equal outcomes for diverse groups of women and girls in Sudan.

To achieve this objective, the IRC will work with the identified WLO/groups/committees to: conduct capacity sharing activities that will help IRC and partners further develop existing capacities and resources and contribute to system strengthening; systematically co-design programming and solicit feedback from women on IRC’s and partners programming and adapt programming accordingly to ensure they are at least gender sensitive and as much as possible gender transformative; facilitate learning and reflection events with partners to document lessons learned and good practices from the collaboration with the WLO/groups/committees.

**Purpose of Consultancy**

The contracted consultant will be focusing on the following project components: Identifying WLO/groups/committees/other and providing key information and recommendations that will support IRC’s strategy to partner with them. Please find below more information about the expected deliverables of this consultancy.

**Tasks**

* Mapping exercise to identify potential partners from Women-Led Organizations/groups/committees/other active in Sudan.
* Studying and documenting their: name/names (formal or informal), contact details, structures, composition, mission and vision, scope of work and sectors, past experience, access to networks and resources (including what funding they have or may be excluded from), registration status, locations and reach (catchment population so we are able to identify later areas that lack such groups), static or mobile presence, connections to regional and global networks, and any other information that might be useful for IRC to determine how to engage with each of them in its programming.
* Basic social network analysis showing how these organisations and partners engage with one another, with regional and global networks and with communities they work in.
* Based on the above mapping exercise, analyze, and provide a criteria/definition for the various type, i.e., organizations vs. groups vs. committees vs. other present in Sudan.
* Develop a 1) gender sensitive and 2) gender transformative evaluation criteria for choosing this type of partner/organization/initiative.
* Outline key capacity sharing needs, with a focus on the gender sensitive and transformative criteria mentioned in the above point.
* Analyze and provide guidance and recommendations on what is needed to establish/sustain/support such groups directly or indirectly in the future.
* Set short term (6-12 months) to long term (24 months or more) indicators to monitor our progress related to capacity sharing with these organizations/groups/committees/other.

**Methodology**

The proposed methodology is divided into three phases below. The consultant is free to propose an alternative or modified methodology for IRC’s review.

Phase 1: Desk Review

* Review of existing data on women led or women focused organisations in Sudan
* Review of existing studies and literature, if any, on women-led community-based groups and community-based structures that support women and girls in the areas of interest

Phase 2: Data Collection

* Based on desk review and consultations with IRC program teams, the consultant will design or adapt existing IRC data collection tools to collect data for the field-based mapping exercise for the WLOs in the agreed areas
* Using the approved tools, the consultant will conduct a field-based mapping exercise for Women-led and/or women-focused organisations in the areas of agreed areas.

Phase 3: Ranking and profiling Potential Partners

* Using a pre-agreed criterion, profile two organisations per geographical area with the highest potential for strategic partnership with IRC

**Deliverables**

The consultant will be responsible for the following deliverables:

1. Inception summary to cover the consultant’s understanding of the assignment, analysis framework, detailed work plan, proposed case study and final report structure

2. Initial desk review report

3. Final adapted tools for tools for mapping and profiling

4. Field sourced map and profile for WLOs

5. Draft of the report for review

6. Producing the final report containing an executive summary, findings, analysis, conclusions, and actionable recommendations including the proposed organisations for strategic partnership

7. Final analysis report summary in visual presentation format.

**IRC Role**

The IRC will be responsible for the following:

* Providing background on the IRC’s existing programs and activities, including guidance notes on definitions of WLOs and Strategic Partnerships
* Providing available information on Program Areas, Geographical coverage, and contacts
* Supporting in securing access to areas of interest if required
* Providing timely feedback on the submitted reports, data collection tools and briefs.
* Providing technical guidance and support.

**Required Qualifications and Experience**

* Bachelor’s or master’s degree or equivalent in International Development, Gender Studies, Social Policy, journalism, or similar fields and minimum three years of experience in humanitarian assistance.
* Demonstrated experience in conducting mapping activities. Preference given to persons with experience in gender-specific mapping exercise.
* Strong ability to analyze data and develop concrete, actionable recommendations.
* Excellent oral and written communications skills and demonstrated ability to write and produce documents under pressure of a deadline.
* Familiarity with the areas of specific interest for IRC programming
* Excellent English speaking/writing skills
* Excellent Arabic speaking/writing skills

**Treatment of Information and Confidentiality**

All data and information received for the purpose of this assignment is to be treated confidentially and is only to be used in connection with the execution of these terms of reference. All intellectual property rights arising from the execution of these terms of reference are assigned to the IRC. The contents of written material obtained and used in this assignment may not be disclosed to any third parties without the expressed advance written authorization of the IRC.

**Key Working Relationships**

Consultancy Manager: Country Director, IRC Sudan, based in Khartoum

Consultant will liaise directly with the Grants and Partnerships Coordinator and/or Manager from the Sudan country program.

**Note:** List of responsibilities, professional and personal skills are considered indicative and not exhaustive; actual duties may differ or change depending on office and agency priorities at the time.

**For More Information, please contact:**

Azza Hamid

Supply Chain Manager

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**Applications**

Apply on-line from the IRC careers website. Applicants should attach:

CV

Past performance references for similar assignments.

Writing sample of an evaluation report or relevant study (unedited).

Financial proposal, including any costs necessary to complete the assignment, consultant number of days and daily professional fee rates

**The IRC is an Equal Opportunities Employer and considers all applicants based on merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status, or disability.**