



**Consultant – Learning and Impact
Scope of Work (SOW)**

Position Overview	
Title	Consultant – Learning and Impact
Location	Remote
Reporting	Director – Resources, Impact and Learning and Program Manager – Feminist Opportunities Now
Duration	One year (based on performance)
Status	Part-time

Overview of the Organization:

Founded in 2000, CREA is an international feminist human rights organization based in New Delhi, India. It is one of the few feminist human rights organizations based in the global South, led by Southern feminists, working at community, national, regional, and international levels. Together with partners from a diverse range of human rights movements and networks, CREA's work focuses on building feminist leadership, strengthening movements, expanding sexual and reproductive freedoms, promoting rights-based approaches to reducing gender-based violence (GBV), and advancing the human rights of structurally excluded people.

Life at CREA:

- ✓ We like to think of ourselves as a fearless, interrogative, colorful, edgy, sexy flock of birds flying freely to explore, to imagine and to build freedoms together.
- ✓ If you are one who is ready to challenge the system when it is needed, you could be one of us.
- ✓ If you believe you wish to build a world where an individual must have the agency and right to make choices about sexuality, reproduction and human rights, then you will find the room to explore here.
- ✓ Constant learning, sharing of knowledge, is an expectation that team members have from CREA, and CREA from team members.

Project Overview:

The International Planned Parenthood Federation Africa Region (IPPFAR), in collaboration with CREA, Empow'Her, the International Federation on Human Rights, and Médecins du Monde France

(MdM-FR), lead the delivery of a new project called **Feminist Opportunities Now (FON)**. Funded by the Agence Française de Développement (AFD), FON's overarching goal is to strengthen the capacity of feminist movements to address GBV through sub-grants to feminist organizations, with a focus on reaching small, often unregistered, feminist organizations. The project is implemented across ten countries in three regions: Mexico and Colombia (led by MdM), Bangladesh and Sri Lanka (led by CREA), and Burkina Faso, Ethiopia, Guinea, Ivory Coast, Kenya, and potentially Niger (led by IPPFAR).

Championing an ecological-based model that integrates the use of multi-disciplinary gender transformative approaches and direct sub-granting, FON will provide longer-term mentorship and support to feminist organizations in their overall development, by designing specific trainings tailored to their needs and helping them identify additional sources of funding. FON also includes a research-action component that will deepen our understanding of how these approaches can be scaled up and sustained, ensuring linking, learning, and knowledge sharing among the organizations and across regions.

More specifically, the project will seek to:

1. Ensure and improve the sustainability of feminist organizations at the organizational and technical levels by proposing an inclusive approach to capacity strengthening.
2. Reinforce the resilience and diversity of feminist civil society organizations (CSOs) through access to sustainable, flexible and adapted financing for small and/or informal and/or structurally excluded groups.
3. Enhance the networking abilities of feminist CSOs from the South, bringing them closer to networks at national, regional, and international levels, in order to bring their voice to the public arena.

Position Overview:

Objective: lead the Monitoring, Evaluation and Learning (MEL) component of the FON-Asia Region

Scope and objectives of this assignment:

The overall expectation from the Consultant – Learning and Impact is a willingness and interest in working in the two priority countries: Bangladesh and Sri Lanka. This is a strategic role and the consultant would be expected to provide strategic insights and guidance to all aspects of MEL for the FON subgranting process. The MEL consultant will be responsible for the coordination and facilitation of the co-creation process among partners, strategic partners and external actors. As the partners are working across time zones and in diverse languages (including Sinhala, Tamil, Bengali, English and local sign languages) this would include overall coordination oversight.

The consultant will work closely with the Program Manager – FON and report to the Director – Resources, Impact and Learning. They will additionally interact closely with partners and external agencies .

The overall tasks include:

- Design and implement the MEL framework in compliance with the project proposal with a strong long term vision and co-creation components.
- Implement the MEL processes including coordination of data collection.

- Support capacity building of all partners on the FON- MEL process on a need basis.
- Coordinate the preparatory work/ groundwork for the generation of reports.
- Support the development and coordination of learning agenda.
- Ensure the accessibility of MEL process and outcomes.

The person will work closely with the Program Manager - FON. Additionally, the person will work closely with partners and as well as external agencies. Deep knowledge of country contexts and experience in working across regions especially in the FON priority countries that CREA leads (Bangladesh and Sri Lanka) as well as knowledge on GBV is essential.

Expectations on the MEL framework:

We are seeking a consultant with a strong feminist perspective on MEL, as well as a non-extractive, decolonial, and participatory approach. Strong focus on accessibility and enabling methodologies will be central to the work. We expect the MEL framework to be both qualitative and quantitative. We envision a process that draws from creative and participatory methodologies, including using new technologies, to help us understand how to do the work better, where there are areas that need more attention, and to support mutual learning among all engaged actors. Moreover, the following requirements need to be met:

- The framework and process shall be consistent with FON objectives.
- The process should reflect feminist models of leadership, participation and critical thinking, as well as allow for production of knowledge resources that can be further used in advocacy spaces.
- The process aims to amplify the voices of [structurally excluded people](#), as well as defend and expand civic space to foster feminist movement building.

Deliverables:

1. Develop the MEL framework for the FON project and stories of change, etc.
2. Facilitate MEL meetings and record meeting notes and feedback.
3. Monitoring
 - a. Formulate the design of monitoring tools and processes
 - b. Coordinate data collection and analysis
 - c. Undertake the submission of all reports based on results of monitoring (as required to comply with the FON requirements)
4. Evaluation
 - a. Lead the process on selection of midline assessment
 - b. Be the focal person for midline assessment
 - c. Coordinate with partners for midline assessment
5. Learning agenda
 - a. Undertake process design by developing a two-three pager document explaining the rationale and co-creation process that would enable mutual learning
 - b. Facilitate and lead the co-creation learning process
 - c. Coordinate learning sessions
 - d. Reporting - prepare a three page report bi-annually that summarizes the learning

6. Knowledge dissemination
Cooperate with a Communication team member to develop substantial information from the MEL process to share externally (prepare three external communications annually to be shared via social media)
7. Facilitate the development of ideas for creative and/or participatory documentation

Qualifications, Experience and Competencies:

- Post-secondary graduate in the fields of social science, human rights, international development, or other relevant fields.
- Have an understanding of issues relating to feminist politics, GBV, human rights, disability justice and the sexual and reproductive rights of all people, along with a commitment to advancing these rights.
- Have a deep understanding and prior experience in MEL for complex international programs, work plans and budgets.
- Have demonstrated experience (8+ years) of planning and managing feminist research, and MEL.
- Be an excellent writer in English and be able to communicate well with both internal and external audiences. Fluency in any of the languages from the FON focus countries is an asset.
- Be detail oriented and thorough, with an ability to self-motivate and produce high-quality work.
- Experience in and/or willingness to learn and adapt work to online/virtual platforms keeping accessibility needs in mind.
- Be committed to ongoing professional learning and sharing knowledge with the FON consortium.
- Have excellent analytical skills, fair judgment, and a proactive, energetic approach to problem solving.
- Have excellent interpersonal skills.
- Be a team player and comfortable with working with external consultants, contractors, vendors, etc.
- Be comfortable and willing to travel for work.
- Have experience in designing accessible research tools and accessible data collection cross disability will be an asset.
- We particularly welcome applications from persons with experience working with or as part of feminist movements, with intersectional and decolonial approaches, and/or working at intersections of youth and gender, or gender and disability with a global South perspective.

CREA promotes pluralism and equal opportunity, is committed to diversity in its staffing, and maintains an environment free of discriminatory employment practices. No individual shall be discriminated against because of their actual or perceived age, caste, class, disability, marital status, religion, sexual orientation, gender identity or sex characteristics. Compensation will be based on experience and internal equity.

Interested parties are invited to submit an Expression of Interest with the following details to jobs@creaworld.org by **10th April 2023**:

1. Statement of expertise and motivation (maximum 500 words)
2. Resumé
3. Sample MEL framework developed by the applicant
4. Financial proposal

Please include in the subject line the name of the position you are applying for. Only shortlisted candidates will be contacted for an interview.

The interview process will begin on 12th April 2023 and the position will close within a month i.e. 11th May 2023. If you have not heard from us by 21st May 2023, please consider your application as not being considered on this occasion.

Thank you for your interest in CREA!