



The Coalition of Feminists for Social Change

Terms of Reference: Consultancy to develop COFEM's Feminist Pocketbook

1. Organizational Background

The Coalition of Feminists for Social Change (COFEM) is an advocacy collective of thought leaders, activists, practitioners and academics working globally to end violence against women and girls (VAWG). COFEM was formed in 2016 to create a feminist space for practitioners, academics and activists to critically engage with and collectively address challenges facing VAWG work. COFEM's objectives are two-fold:

1. To provide a forum for connection, discussion, problem solving, mutual support and activism to advance feminist, women-centered strategies for ending violence against women and girls (VAWG) and promoting the rights of women and girls;
2. To collectively identify and implement strategies and actions to overcome the challenges facing feminist-informed efforts to address VAWG, and make sure that women and girls remain at the center of all efforts to end VAWG.

2. Scope of the Assignment

The lack of accessible, non-academic resources to help people working in humanitarian and development settings to understand and implement feminist approaches to addressing VAWG--and empower them to challenge pushback against women-centered theory and practice—is notable. To build the confidence and competence of practitioners, researchers, policymakers and other advocates, COFEM is seeking to hire a consultant to develop the 'Feminist Pocketbook' - a series of short, easily digestible tip sheets.

This "Feminist Pocketbook" will seek to promote common theoretical ground on a variety of concerns, including shifting interpretations of terminology related to gender and GBV; male accountability in efforts to address VAWG; and working with other social justice movements in a collaborative rather than competitive way. The ultimate goal of this knowledge product is to empower practitioners in humanitarian and development settings to help their colleagues; organizations and other stakeholders improve advocacy, policy and programming efforts by supporting a process of shared understanding.

The consultant will work closely with COFEM's the Feminist Pocketbook Working Group and will be responsible for the following tasks:

1. Undertake research on key issues and topics for the pocketbook as needed.
2. Undertake research on key issues/topics for the pocketbook as needed. This will include review of documents such as strategy documents, case studies, guidance notes and other practice-based literature to provide context and qualitative data for the tip sheets in the Feminist Pocketbook
3. Develop feminist-informed content for tip-sheets, as discussed and agreed with the COFEM Feminist Pocketbook Working Group
4. Prepare and submit first draft of the Feminist Pocketbook to COFEM members for review and address inputs and comments to produce a revised second draft
5. Systematically document information and data collected during the course of the research. All materials developed throughout the research belong to COFEM and shall be handed over to COFEM at the end of the research.

3. Contract Duration

40 days from January 2018 to April 2018.

4. Required skills and experience

- Applicant must hold strong feminist values and support an inclusive environment;
- Respect the core principles of COFEM and confidentiality of its members, as COFEM is a member's only forum where we invite individuals who share our concerns and politics;
- Excellent communication skills, including the ability to convey complex concepts and theoretical frameworks, both orally and in writing, in a clear and persuasive style tailored to match different audiences;
- Proven record of publications on feminist theory, gender or GBV;
- Advanced university or technical degree in Social Work, Gender Studies, or other field related social/humanitarian sciences;
- At least 10 years professional experience working on violence against women and girls, that combines theory and practice in humanitarian and/or development contexts;
- Demonstrated ability to work in a multi-cultural environment and establish harmonious and effective working relationships.

6. To apply

Please submit a writing sample, CV, letter of interest and preliminary work plan to cofem.hq@gmail.com . Deadline for submission: November 30, 2017.