Terms of Reference: Capacity Building Specialist, Sexual and Gender-Based Violence

Department supporting: Technical Services Department, Global Support Office, London

Background

Through its 2030 strategy, MSI Reproductive Choices (MSI) has set a bold vision of ensuring that no abortion will be unsafe and that everyone will have access to contraception. MSI has reconfirmed its commitment to ensuring that everyone, from whatever background, is able to choose whether and when to have children, and that abortion should always be accessible, affordable, and safe.

To achieve the bold vision of its 2030 strategy, MSI commits to expanding access to comprehensive sexual and reproductive health and rights (SRHR). This includes mitigating risks of sexual and gender-based violence (SGBV), encompassing sexual exploitation and abuse (SEA), through the provision of SGBV response services and care. These are not secondary to the provision of sexual and reproductive health services – they are intrinsic to delivering comprehensive, client-centred care. To achieve the commitments MSI has made to its clients, MSI will strengthen its preparedness to mitigate risks of and respond to SGBV by implementing a basic care approach and package of services, including establishing systems and procedures to better support, serve and refer survivors of SGBV, and work with our partners to develop a commitment to comprehensive SGBV mitigation and care.

Women’s Integrated Sexual Health (WISH) Programme Global Goods

The Women’s Integrated Sexual Health Programme (WISH), funded by UK Aid, prioritises the poorest and most in need, particularly young and marginalised women, increasing the number of ways and places they can access the vital sexual and reproductive services. The programme aims to expand sexual and reproductive health care services across 26 countries in Africa and Asia. Since inception in 2018, the WISH programme has specifically focused on:

- Strengthening individuals’ knowledge and choice, and building community support for SRHR
- Driving sustainability and national ownership of SRH programmes through supportive legal, financial and policy frameworks
- Improving access to and expanding choice of voluntary family planning and other SRH services through evidence-based innovations and best practice

As part of the final phase of the WISH Programme, MSI will develop and pilot a SGBV basic care training package and refine the package based on qualitative data collection on MSI providers’ experiences. The package, including guidance for tailoring it to the context, will be made publicly available to the wider sector as a WISH Global Good.

Scope of work

MSI is seeking one or two consultants to (1) conduct a qualitative assessment and (2) develop a provider training package for SGBV, building on existing tools and guidance and informed by the qualitative learning exercises. Depending on experience and availability, MSI would consider splitting the scope of work between 2 consultants.
1) Qualitative assessment

- Conduct diagnostic qualitative research to gather provider perspectives and insights on the integration of SRHR and SGBV services in MSI country programmes. Specifically, to identify any challenges to SGBV preparedness and service provision in five programmes that are already providing SGBV response services and first-line care in their mobile service delivery model (Outreach). This will involve remote (by phone or Teams/Zoom) qualitative discussions with MSI providers in each country programme selected. Final sample size will be determined in consultation with the selected consultant and the country programmes.

2) Training package

- Apply the qualitative learnings to the development of a training package for SGBV for both MSI centres and Outreach service delivery models, building on existing tools and guidance from other organisations in the global health and development sector.

- Organise and facilitate a trainer of trainers and pilot providers training through virtual trainings in two different MSI country programmes.

- Conduct a qualitative deep dive in the two of the country programmes to further develop the insights gathered through the diagnostic assessment and evaluate what did and did not work well with the trainer of trainers and pilot trainings. Document lessons learned in a brief report and disseminate these learnings from the two pilot trainings.

- Finalise the training package and develop an outline for an online training package based on the evaluation of the training.

- From the training evaluations and based on the lessons learned, build, and enhance MSI’s operational SGBV guidelines with minimum preparedness actions for SGBV during sexual and reproductive health service delivery.

**Deliverables**

1. Qualitative assessments completed and a brief report written *(requires completion by 30 July 2021)*

2. Training package designed based on the findings of the diagnostic work *(requires completion by 13 August 2021)*

3. Training piloted in 2 countries and brief report written *(requires completion by 10 September 2021)*

4. SGBV training package finalised and an outline for an online package along with minimum preparedness actions for SGBV developed based on the evaluation of the training *(requires completion by 30 September 2021)*

Final deadlines for deliverables will be agreed during the finalisation of the contract. Payment will be by deliverable.
Consultant qualifications

Required

- Advanced university qualification in relevant field (Social Work, MPH, etc.)
- Substantial professional experience at national and international levels working in GBV, specifically experience working at a senior level implementing and/or providing technical assistance on GBV in sexual and reproductive health programmes in Africa and Asia, with proven experience in training health organisation personnel including health providers.
- Expert level knowledge of GBV and global development issues, preferably with understanding of major donor (governments, multi-laterals, and foundations) approaches to GBV mitigation programmes
- Demonstrated experience in conducting qualitative research from research design through qualitative analysis and dissemination
- Demonstrated ability to synthesize complex qualitative content for multiple audiences and using evidence to inform operational insights and guidance
- Excellent capacity-building and training skills, and demonstrated ability to develop capacity building tools
- Strong interpersonal skills, able to work well in cross-cultural teams and under tight deadlines
- Strong writing skills for technical reports and training tools
- Fluency in English

Desired

- Strong technical capacity and practical experience in designing and implementing GBV mitigation programmes
- Excellent group facilitation, multi-stakeholder consultation, and strategic planning skills, comfortable influencing and negotiating with senior stakeholders
- Professional proficiency French highly desirable

Application instructions

Due to the on-going restrictions of COVID-19, the consultant(s) are not expected to travel internationally. Consultant can be based anywhere and conduct the work remotely and will be expected to communicate via online video calls and email during UK business hours. The consultancy is expected to commence in June 2021, be conducted over approximately two months and may be extended.
Only shortlisted candidates will be contacted and advance to the next stage of the selection process. Candidates will be interviewed on a rolling basis. To be considered, please submit a CV, cover letter and financial proposal with the following information included:

- Proposed methodology for the qualitative assessment
- Daily/monthly rate to undertake the terms of reference
- Indicate your availability

Payment of professional fees will be based on submission of agreed satisfactory deliverables. MSI reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

**Deadline:** 21 June 2021