

Request for consultant: Gender, equality and social inclusion specialist with expertise in disability inclusion programming

Background:

MSI Reproductive Choices is one of the world's leading providers of sexual and reproductive healthcare (SRHR). We believe that everyone should have the right to choose. From contraception to safe abortion and life-saving post-abortion care, we are committed to delivering compassionate, affordable, high-quality services for all. Today, our organisation has over 9,000 team members working in 37 countries across the world. Our success lies in the fact that MSI teams are locally led, entrepreneurial and results-driven, and are passionate about delivering high quality, client-centred care in their own communities.

MSI was recently awarded a three-year project funded by the European Union that will work to expand access to life-changing adolescent sexual and reproductive healthcare and rights (ASRHR). The project is called **Youth for Health (Y4H)** and it focuses on reaching the poorest and most marginalised adolescent girls, including those with disabilities, in rural and hard-to-reach areas of Ethiopia, Ghana, Kenya, Sierra Leone, Tanzania, and Zambia. MSI has joined with seven partners¹ each bringing a wealth of experience working with and for adolescents, including in youth-friendly services; youth-led accountability and participation in governance; youth leadership, especially of young women; youth mobilisation; community engagement; as well as long-standing media and communication experience. Partners will leverage their regional, national and sub-national geographical footprints, government relationships, mobiliser networks, knowledge and expertise, supported by MSI's global best practice and knowledge, to build capacity in delivery of youth-friendly, discrimination free SRHR information and services in the public sector.

Purpose and Objectives of the consultancy:

MSI is seeking an expert in gender, equality and social inclusion (GESI) to provide technical guidance to Y4H partners (MSI country programmes and global and national partners) to support national Ministries of Health and other key stakeholders to better understand and address the barriers to more inclusive SRH services, with a specific focus on persons with disabilities.

The consultant will work with the Y4H consortium to:

- Carry out an informal needs assessment: Understand each partner's needs with regards to technical support and guidance on disability programming

¹ Including Deutsche Stiftung Weltbevölkerung (DSW) at the Global level, Centre for the Study of Adolescence (CSA) in Kenya, Health Alert Sierra Leone, Youth Advocates Ghana (YAG), Sikika in Tanzania, Restless Development Zambia (RDZ) and Youth Network for Sustainable Development (YNSD) in Ethiopia.

- Map existing resources: Map the different tools and approaches that have been used to support disability inclusive SRH services to date by the project partners. Identifying best practices and areas for cross-consortium learning and capacity building
- Refine Resources: Iterate and build on selected priority resources and approaches (identified during the mapping) to address partner needs
- Create a support plan: Develop and secure agreement on a technical support plan focused on increasing demand for, and access to, SRH services for people with disabilities and meeting the Y4H programme deliverables
- Support the implementation of the plan implementation: Identify and implement priority components of the plan, for example by facilitating values clarification and attitude transformation workshops on disability, or adapting existing tools such as the disability audit tool for use in the public sector

Indicative Inputs

- Briefing calls with key staff from Y4H partners and MSI's global support office, including the Heads of Youth for Health and Client-Centred Care, Y4H grant managers, disability and inclusion leads, advocacy leads, senior programme managers etc
- Literature review of existing tools and resources that have been developed and used by Y4H partners to increase demand for, and access to, SRH services for people with disabilities
- Participation in MSI technical services department (TSD) meetings (frequency and remit to be agreed upon in advance with MSI's Head of Y4H and Head of Client-Centred Care)

Deliverables

- Summary of key project partner needs and opportunities in terms of support for disability inclusive programming
- Overview of different tools and approaches that have been used by Y4H partners to support more disability inclusive SRH services to date.
- Further review and refinement of agreed priority resources to support Y4H partners with disability inclusion
- Technical support plan focused on increasing demand for, and access to, SRH services for people with disabilities and meeting the Y4H programme deliverables.
- Input into the roll-out of the support plan, including the delivery of agreed priority activities (e.g. revision of disability audit tools)

Timeframe

The consultant will be contracted for a maximum of 40 days from January to July 2023.

Working Relationships

The consultant will be managed by Susan Camara, Head of Youth for Health at MSI Reproductive Choices. Georgina Page, Head of Client Centred Care, will provide technical management. The consultant will also work closely with MSI country programme and support office teams and Y4H partners.



Skills and experience

We are looking for someone who is pro-choice and is committed to the mission and values of MSI Reproductive Choices and has:

- Significant technical experience in inclusive programming at an advisory level with regards to project design, implementation, and technical assistance in the health sector, preferably in sexual and reproductive health and rights
- Significant experience developing and embedding inclusive programme strategies in an international development context
- Experience at a regional or global level in building best practices and motivating teams to adopt tools and new ways of working
- Demonstrated capacity strengthening experience, including developing and conducting trainings, mentorship, and coaching of government, local, and community partners
- Lived experience of disability and activism in the SRH sector is a great advantage

How to apply

Please submit an expression of Interest to susan.camara@msichoices.org by 6th January, including:

- Your updated CV
- Your experience of delivering work similar to this scope or focus
- Contact details of two references
- Daily rate for the consultancy in GBP

Contract: Contractual obligations will be defined through a standard consultancy agreement, outlining deliverables, timelines, payments, and stating that the intellectual property will belong to MSI Reproductive Choices