



TERMS OF REFERENCE FOR A CONSULTANCY:

**MASCULINITIES AND CAPACITY BUILDING
COACH**

WEST BANK AND GAZA – oPt.

BACKGROUND: ALIANZA POR LA SOLIDARIDAD

Alianza por la Solidaridad (ApS) is a Spanish NGO existing since more than 30 years and present in the Middle East since 1993. Since 2009 it has developed a process of sectorial and geographical targeting for its interventions, which meant the prioritization of women's rights and gender equality. Alianza por la Solidaridad (ApS) in the Middle East works within three main lines of action:

- Prevention and response for Gender Based Violence, individual and community approach.
- Women's economic empowerment.
- Women's participation and active citizenship.

ApS maintains stable local partners with whom it works in a sustained manner and deepening not the relations and regular contacts through the office in the field, but a fluid communication and analysis of the changes caused by the protracted conflict-related crisis and humanitarian situation in Palestine. Engaging men is a key piece to achieve meaningful results in gender equality, therefore, since 2017 there is a progressive work on implementing a new masculinities approach with community members and with CBOs, partners and other key actors. Alianza works closely with its partners and support their work in a manner that represent Alianza and the partners values. ApS has extensive experience and expertise on women's rights and there is a high degree of knowledge about the environment and only relation with the population, civil society organizations, other humanitarian actors and local public entities. Alianza por la Solidaridad is member of Action Aid since Jun 2018.

Action Aid and Alianza share the idea that when people become aware that their future is in their hands and when they organize to challenge power structures and contribute to the betterment and changing of institutions, changes can succeed. These changes should take place on a global scale in order to generate maximum impact, and they should be rooted in the political values of solidarity and internationalism. In addition, for Action Aid and Alianza, Social justice, gender equality, and climate justice succeed through individual and collective actions that actively change inequitable and unjust power relationships, either hidden, visible, or invisible, from the home to local, national, and international spaces. The empowerment of people that live in poverty and marginalization, and of women and youth is a crucial part of creating these changes. Collective efforts and fights are stronger when they are bound together through

solidarity, campaigns, and common causes between communities, organizations, and social movements and other allies to influence local and global institutions and public policy.

The new masculinities capacity building officer will support in the upscaling and systematization of the “engaging men and new masculinities” strategy, ensuring quality capacity building, coaching, reporting and data analysis with the local partners and other key stakeholders.

Rigid gender attitudes and exposure to violence are some of the key factors associated with men's use of violence, especially GBV. Furthermore, few programs engage men to critically reflect about and transform rigid norms, and to help men understand the stress they have faced as part of conflict. These reflections are essential for constructing new gender norms based on equality and respect.

This consultancy will contribute to Alianza’s systematization of its strategy for men engagement and implementing the New Masculinities approach in projects and programmes. This process was initiated in 2018 with the development of the toolkit: “Rethinking the Masculinity” and 2 Training of Trainers (ToT) in Gaza and West Bank to implement it.

PURPOSE OF THIS CONSULTANCY

The purpose of this consultancy is to design and implement a comprehensive training and coaching plan (including capacity building material package) to strengthen the capacities of the Masculinities Capacity Building Officer for:

- Understanding the various concepts and narrative related to the New Masculinities approach.
- Integrate this knowledge in his personal attitudes and behaviors in a coherent way to become a role model for others.
- To strengthen his facilitation skills on the subject, to be more prepared to foresee and overcome potential challenges and resistances when working with the communities and target group.
- To help the Masculinities and Capacity Building Officer to analyze the information collected in the workshops and activities, systematize methodologies, lessons learnt and good practices.

MAIN TASKS AND RESPONSIBILITIES

- Prepare a coaching programme with clear methodology and related materials to ensure a comprehensive support to the Masculinities and Capacity Building Officer.
- Organize and facilitate online coaching sessions to implement it.
- Prepare a report on the consultancy.
- Regular reporting to ApS appointed person on the achievements and progress of the coaching programme.

DELIVERABLES

- Coaching programme including clear methodology and related materials.
- Reporting document on the progress of the consultancy.
- Final report on the consultancy, including recommendations.

METHODOLOGY AND WORKPLAN

The consultancy will include at least a total of **60hs of coaching**, distributed in at least **30 sessions**. The distribution of these working hours are suggested to be arranged like this:

- **Intensive initial training:**
4 weeks intense training (12 sessions= 3 sessions/week *4 weeks)
- **Initial coaching:**
At least 2 coaching sessions per month in the following 6 months (12 sessions = 2sessions/month*6months)
- **Later coaching and systematization:**
At least 1 session per month in the following 6 months (6 sessions = 1session/month*6months)

REQUIREMENTS OF THE CONSULTANT AND ECONOMIC OFFER

- Degree in Gender Studies.
- Additional studies in masculinities and gender-based violence.
- At least 3 years of experience in developing and implementing masculinity trainings.
- Consistent experience of work within the MENA region, experience in the oPT is an asset.
- Conflict sensitive approach

- English working command is compulsory; Arabic is an asset.
- Process facilitation skills, negotiation, influencing skills
- Presentation skills; expository writing and speaking
- Strong analytical skills on gender issues.
- Strong interpersonal skills and ability to work in team
- Ability to work independently
- Creativity, proactivity, and capacity to meet deadlines.

LINE MANAGEMENT, CONTRACT AND WORKING CONDITIONS

- The consultant will directly work and coach the Masculinities Capacity Building Officer and will report directly to ApS programmes coordinator / Head of Mission.
- ApS offers a service contract for the duration of the work.

Interested candidates must submit a technical and economic offer, including all expenses related to the scope of work. The consultancy total amount can't exceed the **total of 4.500€, including taxes.**

HOW TO APPLY

Procedures and deadline for submission of proposals:

CV and economic and technical proposals must be submitted in English by email to: sgarcia@aporsolidaridad.org; eanadon@aporsolidaridad.org indicating the reference "**<NAME> Masculinities Coacher**" in the email subject. The deadline for submission of CVs is **20th January 2021.**