

Terms of Reference – Senior Gender Equality and Organizational Development Consultant

Closing Date:	Sep 22 nd 2017
Organization:	Right To Play International
Contract duration:	15-20 days over 3 months
Department/Division:	International Programs
Work location:	Toronto, Canada
Authorized to Work in:	Canada (i.e., Canadian citizen or permanent resident)

BACKGROUND:

Right To Play is a global organization committed to improving the lives of children and youth affected by conflict, disease and poverty. Established in 2000, Right To Play has pioneered a unique play-based approach to learning and development which focuses on quality education, life skills, health, gender equality, child protection and building peaceful communities. With programming in over 20 countries, Right To Play transforms the lives of more than one million children each week using play and sports, both inside and outside of the classroom. In addition to our work with children, Right To Play advocates with parents, local communities, and governments to advance the fundamental rights of all children.

Right To Play is headquartered in Toronto, Canada and has operations in North America, Europe, the Middle East, Africa and Asia.

Visit us at www.righttoplay.com

SCOPE OF WORK:

Right To Play's Gender Equality Policy was institutionalized in 2012 and is now undergoing a review process, which the Gender Equality and Organizational Development Consultant (hereafter Consultant) will advise on, and which will lead to ratification of the Policy by the International Board of Directors.

- Gender Equality is a thematic pillar in Right To Play's 2018-2020 Global Strategy; the organization is moving beyond 50% girls' representation in programs to meaningful participation and gender equality outcomes.
- Play based learning approaches are an effective tool for gender equality programs. Right To Play effectively implemented programs with a focus on Sexual Reproductive Health and Rights and prevention of Gender Based Violence. It is

however recognized that more is required to mainstream Gender Equality across all programs in a sustainable manner.

- Right To Play undertakes a Gender Audit every 3 years (the first took place in 2011, and then second in 2014). The Consultant will advise on this year's Audit process (questionnaire, analysis method and action plan based on results).

The Consultant will work closely with the Senior Gender Specialist at Right To Play HQ, as well as the senior leadership team. The Consultant will guide the organization on gender equality policy and related organizational development fronts as outlined below.

Primary responsibilities:

- Review current Organizational Gender Equality Policy
- Advise on the policy review process (gender audit, support data analysis, comment on overall process – FGD, confidential interviews etc.).
- Consultation with field teams in Africa and Asia
- Commentary on recommendations emerging from data analysis and process.
- Help frame a 5 year Gender Equality Strategy and action plan that includes
 - Capacity needs of the organization
 - Compare with other organizational promising practices and experience
 - Resource requirements
- Develop supporting material and recommendations to guide executive and leadership teams

Time frame

The scope of this work is expected to be 15-20 working days in duration, starting in October 2017 and finishing in January 2018.

PROPOSAL GUIDELINES

Interested consultants are asked to submit a short proposal containing the following:

- A cover letter highlighting the consultant's interest, relevant experience and qualifications
- A CV with references
- An example of a previous relevant piece of work
- Proposed cost/fee per day
- Proposed schedule including consultation travel (cost of travel to the field will be covered by Right To Play)

Proposals will be assessed with the following valuation of importance.

- Qualifications of proponent (60%)
- Cost/fee (40%)

QUALIFICATIONS

- Previous experience (at least 20 years) in Gender Equality in development context in Africa and Asia;
 - Organizational development experience supporting organizational development, development of Gender Policy for other organizations;
 - Experience with Global Affairs Canada (GAC), NORAD and other key bilateral donors;
 - Knowledge of GAC IAR;
 - Experience with representation work to senior management and Board of Directors;
 - Previous experience with organizations who use play based learning an asset;
 - Excellent communications and capacity building skills.
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HOW TO APPLY:

If you are interested in applying for this position, please send your resume, cover letter, fees and proposed schedule to: eruest@righttoplay.com and kindly include “Gender Equality and Organizational Development Consultant” in the subject line.

While we thank all applicants for their interest, only those selected for interviews will be contacted.

Right To Play is a child-centered organization. Our recruitment and selection procedures reflect our commitment to the safety and protection of children in our programs.

To learn more about who we are and what we do, please visit our website at www.righttoplay.com