

TERMS OF REFERENCE

Management and Leadership Development Training Programme

1. About AWDF

The African Women's Development Fund was established in June 2000, as an Africa-wide philanthropic, grant making initiative to support the realisation and fulfilment of African women's rights through funding of autonomous women's organisations on the continent. AWDF believes that if women and women's organisations are empowered with skills, information, sustainable livelihoods, opportunities to fulfil their potential, plus the capacity and space to make transformatory choices, then we will have vibrant, healthy and inclusive communities. To achieve this, AWDF mobilises financial, human and material resources to support local, national, and regional initiatives for transformation led by African women. AWDF is mandated to fund in all 54 African countries.

AWDF's current strategic plan "*Shaping the Future*" (2017-2021) focuses the organisations work around investments to build the best possible future for women in Africa. As an organisation, AWDF is committed to changing the narrative around Africa women, and highlighting African women's agency, expertise, leadership and ability to transform societies towards justice.

2. Background

AWDF recognises the critical role of feminist leadership in the achievement of our organisational goals. Our 21-year herstory has been one of rapid organisational growth, and developing and implementing a collectively agreed approach to management and leadership across the organisation has increasingly become a necessity. It is now critical for AWDF to ensure that all Line Managers (i.e. Staff with supervisory responsibilities) have the required skills and competencies to lead, manage and coach their teams in ways that are aligned with our organisational values, our leadership principles (i.e. power sharing, accountable leadership, respectful feedback, nurturing and mentoring others, continuous learning and diversity and inclusion) and the institutional ethics and feminist leadership principles outlined in the [African Feminist Charter](#).

3. Purpose of the Assignment

AWDF is looking for a consultant to develop and implement a collectively agreed approach to feminist leadership training and follow up coaching to all Line Managers within the organisation (approximately 12 people). The training and coaching programme is intended to enable managers to lead more impactfully and to improve on their management and coaching skills.

4. Approach and Methodology:

The consultant will use diverse methodologies and strategies suitable for achieving the objectives of the assignment. The specific methodology will be developed after an initial needs assessment. It is critical that the approach used by the Consultant aligns with AWDF's leadership principles and broader feminist leadership values.

5. Deliverables:

The activities and expected outputs are as follows:

- Carry out a needs assessment to determine the key areas of focus for the training and coaching;
- Design a programme for the leadership team development based on the needs assessment;
- Provide follow up coaching for 6 months for participants;
- Provide a report on the progress of the group throughout the programme including recommendations for future programmes.

6. Duration of Assignment:

The duration of the assignment will be 7 months from November 2021 to May 2022.

7. Location

The location of the assignment will be virtual.

8. Consultant's profile

The Consultant should have;

- Demonstrated competencies and experience in conceptualization and design of (feminist) leadership training and coaching with senior staff in women's rights organisations
- Demonstrated experience in creative workshop facilitation/ Leadership team development grounded in leadership/feminist principles
- Excellent interpersonal skills
- Proven ability to deliver work on time
- Commitment to principles of women's rights and gender equality
- Demonstrated commitment to AWDF's values of feminist leadership, accountability, diversity, respect and solidarity

How to Apply

To apply, please send your technical and financial proposal to consultants@awdf.org. In line with AWDF's mission, qualified and interested African Women are encouraged to apply.

The technical proposal should include; relevant experience for the assignment, methodology or approach, schedule of activities, staffing -qualification of team member(s) and two references. The application should be marked "AWDF feminist leadership training "

Deadline for receiving applications is **October 15th, 2021**.