



LEADERSHIP & GOVERNANCE PROGRAMME 2025 COACHES TERMS OF REFERENCE

Introduction

The African Women's Development Fund (AWDF) envisions an Africa where gender justice is fully realized for all African women, girls, and gender-diverse people, and where dignity and freedom are a reality for all. AWDF's ten-year strategic framework (2023-2033) guides its efforts to advance gender equality and gender justice, focusing on resourcing, nurturing, and strengthening African women's rights and feminist groups, organizations, and movements.

Project Overview

This project aims to strengthen organizational systems and culture at the board level, improve the delivery of quality services at the organizational level, and develop the leadership capacity of individual women leaders within five (5) French-speaking feminist countries. Two (2) representatives from each country will participate in the coaching program, totaling ten (10) participants.

Purpose of the Consultancy

AWDF seeks four (4) experienced coaches to provide individualized and organizational coaching to the selected organisations over a one-year period. Coaches will play a vital role in supporting the organisations and individuals to achieve the project's expected outcomes and personal growth with a specific focus on navigating the complexities of working within African feminist spaces.

Mode of delivery

Once confirmed, the four coaches will work with issue-specific facilitators who will be brought in from time to time to engage with individual leaders, especially, collectively. These include keynote speakers, knowledgeable individuals on critical issues like affecting the wellness of leaders and organisations such as anti-rights organising, feminist political education and consciousness.

Expected Outcomes and Indicators

- Increased board capacity to govern, evidenced by the establishment or strengthening and implementation of board governance policies and practices.
- Improved organizational effectiveness and program delivery.
- Enhanced leadership values, management, and communication skills

- Increased confidence, decisiveness, autonomy, self-determination and assertiveness in private, organisational and public spaces.
- Establishment and maintenance of organizational spaces for self-care, reflection, and learning.
- Effective delegation of power within their organizations.

Scope of Work

Each coach will be responsible for:

- Participating in the baseline assessment process for their assigned organizations and individuals.
- Contributing to the due diligence/capacity needs assessment to identify organizational gaps and inform tailored coaching content.
- Providing regular individual coaching sessions to representatives from assigned organizations, focusing on leadership development, management skills, communication, and navigating the specific challenges and opportunities related to their work in African feminist spaces.
- Providing governance strengthening activities for the boards of assigned organizations, including observation, review, support services, training, and advice. This will include one dedicated governance board training session per organization
- Facilitate the Inception and grand finale forum

Deliverables

- Participation in baseline and due diligence/needs assessments.
- Regular individual coaching sessions with assigned participants.
- Governance board training session per organization.
- Inception, Mid-term and final report.
- Active participation in all project forums.

Timeline

The coaching period will be for one year, aligned with the project implementation plan (provided separately). Specific dates for activities and deliverables will be determined in consultation with the selected coaches and AWDF. The key milestones include:

- Inception Forum: March
- Coaching Activities: Ongoing throughout the year
- Governance Strengthening Activities: Ongoing throughout the year
- Grande Finale CEO Forum: End of project

Application process

Interested consultants should submit:

- A technical proposal outlining their understanding of the assignment, methodology, and work plan.
- A financial proposal with a detailed budget.
- A CV or profile highlighting relevant experience.
- Applications should be submitted to consultants@awdf.org by 13th June 2025