

Terms of reference
Community Mobilization officer
Women Empowered for Leadership (WE4L)
2018-2020

National Commission for Lebanese Women (NCLW)
In partnership with HIVOS

Brief about NCLW

The National Commission for Lebanese Women (NCLW) is an official body, which was established in 1998 by law 720, and is directly affiliated to the presidency of the Council of ministers.

As a National Women Machinery, NCLW works on enhancing the status of women and ensuring equal opportunities between men and women. NCLW acts as the consultative body of the government and of national councils and institutions on all issues related to the status of women including gender-based issues.

NCLW cooperated with AlWaleed Bin Talal Humanitarian Foundation to equip centers to be used by the local authorities and local partners (municipalities, local associations, women's associations, youth associations...) for the implementation of trainings and other activities leading to the capacity development of women and youth in local communities.

The training centers are located in the Federation of Municipalities of the cost and middle Qayteh- Akkar, the municipality of Hadath Baalbeck, the municipality of Chiyah, the Federation of Municipalities of the Chouf –Soueijani, the municipality of Chebaa, and the Federation of Municipalities of Jezzine.

Through the implementation of the Women Empowered for Leadership (WE4L) Programme" in partnership with Hivos, NCLW aims at turning at least 4 training centers into pro-gender equality community spaces for younger and rural girls and creating of efficient and operational women leaders' network.

Brief about HIVOS

HIVOS Foundation is an International development organization guided by humanist values. Together with local civil society organizations in developing countries, HIVOS wants to contribute to a free, fair and sustainable world. HIVOS is currently conducting "the Women Empowered for Leadership (WE4L) Programme" with different partners.

Brief about the Women Empowered for Leadership (WE4L) Programme

WE4L aims to ensure women have equal opportunities and the capacity to fully participate in political life and decision-making processes, while also creating more public recognition and support for women in leadership positions.

Women Empowered for Leadership (WE4L) uses a combination of advocacy, skills training, knowledge tools and coalition-building. The program works directly with potential women leaders, as well as with political parties, trade unions, civil society organization, the media and the creative sector.

This programme is implemented in 5 countries: Jordan, Lebanon, Malawi, Zambia and Zimbabwe.

General information	
Consultancy title	Community Mobilization officer
Program	Women Empowered for Leadership (WE4L)
Duty station	NCLW's offices in Baabda and on the field when needed during work days (and weekends when needed)
Reports to	NCLW Projects Coordinator Project steering committee
Duration of the consultancy	February 2019- July 2019

Background

The National Commission for Lebanese women (NCLW) and HIVOS contracted a three-year strategic partnership under the programme "Women Empowered for Leadership (WE4L)".

Under this programme NCLW will be working on achieving the following objectives:

1. The production of a gender measurement tool to measure the progress of women situation in Lebanon and to monitor the reality of gender equality in Lebanon based on qualitative and quantitative indicators
2. The creation of an enabling environment for women in primary decision making circles through the development of gender strategies to be adopted and implemented by 3 political parties and 3 trade unions/ syndicates (or orders) based on an assessment of the gender situation conducted in a participatory approach (participatory Gender Audit/ PGA)
3. The establishment of platforms bringing together women leaders from different fields and young women from different regions, generations, fields, political background. Under this activity linkages of real-world and virtual networks would be created
4. The development and adoption of anti-discrimination policy to be adopted by the ministry of Labor and the Chamber of Commerce
5. The improvement of the image of women as portrayed in Lebanese ads. Under this activity, an anti-discrimination manual will be developed based on consultations with advertisements companies, NGOs, writers and script writers, TV art directors and gender experts. As a result a curriculum will be developed to be adopted by 3 faculty of arts in three universities as part of their official curriculum

Role Description

The NCLW is seeking to recruit a community mobilization officer for a Six-month consultancy period. S/He will be responsible for creating an efficient and operational women leaders' network that brings together women in decision making positions from various Lebanese regions, sectors, generations, and political backgrounds.

The community mobilization officer will work closely with the local communities where NCLW training centers are located. She/he will shape 4 training centers by creating local structures and turning them into pro-gender equality community spaces for youth. The aim is to turn these structures into pro-gender safe spaces where youth, especially young women, are able to take initiatives and implement projects contributing towards the socio-economic development of the area.

Young women will also use these safe spaces to launch and sustain a network with women's leaders through regular community meetings (coaching, exchange of information experience sharing...).

Main Duties

Creation of a network of young and women leaders from rural and central areas

- Lead a community mapping of local state and non-state actors
- Assess the capabilities, and needs as well as the availability of the local communities and women leaders from rural and central areas to create and sustain women leaders' network through a participatory approach
- Identify and reach out to potential women leaders from the center engaging in creating and sustaining a women's leader network
- Design a selection criteria form to identify potential women leaders
- Identify an internal mechanism to the women's leaders platform that ensures sustainability and efficiency of the platform

Shaping 4 community safe spaces for young women and men

- Design the work methodology through a participatory approach to create 4 pro-gender equality community spaces for younger and rural girls/youth where youth and women decision makers can meet, exchange information and seek mutual support, engage in productive and informative dialogue on obstructive policies, legislations and practices as well as developing innovative initiatives contributing to the socio-economic development of the area
- Develop an action plan aiming at making these safe spaces self-sustainable
- Liaise with local communities to help spread awareness on the existence and benefits of the women's leader platform and its impact on women empowerment as well as on the existence of the safe spaces
- Intensively liaise with NCLW and Hivos partners to ensure efficient coordination towards the achievement of common goals

- Prepare a comprehensive and consolidated report including the main reflections/ lessons learned
- Prepare a Power Point Presentation to present and discuss with the steering committee the lessons learnt, challenges and good practices of the mission with regards to the assessment and the development of the guidelines

Required Qualifications

- Master's Degree in social science especially gender studies, or relevant discipline with a good knowledge in human rights and development
- 5 years of professional experience in similar roles, familiarity with NGOs, CBOs and local entities work and knowledge of the Lebanese legal framework
- Extensive experience in designing networking platforms for women empowerment and local development.
- Fluent in Arabic and English, French is a plus
- IT knowledge: Microsoft office, Internet browsing and data mining
- Ability to effectively work in partnership on multiple levels and with multiple stakeholders
- Excellent drafting skills and presentation of data
- Ability to work independently and manage multiple responsibilities

Deadline for applications submission

Deadline: Friday, January 25, 2019

Applications should be sent by email to info@nclw.org.lb with the keyword “Community Mobilization officer” included in the subject. Applicants should attach:

- A cover letter
- A CV
- outline of the work methodology and the action plan to be implemented