

About *medica mondiale*

medica mondiale e.V. is a non-governmental organisation based in Cologne, Germany. As a feminist women's rights and aid organisation *medica mondiale* supports women and girls in war and crisis zones throughout the world. Through own programmes and in cooperation with local women's organisations we offer holistic support to women and girl survivors of sexualised and gender-based violence. On the political level, we pro-actively promote women's rights, call for a rigorous punishment of crimes as well as effective protection, justice and political participation for survivors of violence. Currently *medica mondiale* is working in Northern Iraq/Kurdistan, in Afghanistan, in Westafrica, in Kosovo, in Bosnia and Herzegovina as well as the African Great Lakes Region.

Call for Expressions of Interest:

Expert on strategy development for our programme in Afghanistan

Preliminary terms of reference (Date: 30/03/2021)

Context

In 2002, *medica mondiale* opened its office in Afghanistan and handed its programme over to Afghan women in 2010. The Afghan team registered as „Medica Afghanistan - Women Support Organization”, an independent national CSO. Since 2002, *medica mondiale* and later Medica Afghanistan (MA) have supported women and girls through psychosocial support, legal aid and legal representation, literacy training, establishment of self-help-groups, mediation, and feminist family counselling. On an institutional level, Medica Afghanistan strengthened women's access to trauma-sensitive health services. Capacity building of the health and legal sector was and is another aim of our engagement in Afghanistan. To focus as well on structural violence, *medica mondiale* supported its partner organisation MA to strengthen women's rights through political advocacy.

Purpose and Objectives of Assignment

In 2020, *medica mondiale* started to develop a new overall strategy for the next years. We defined three fields of action:

- **Field of Action 1: Expand prevention of violence against women/SGBV:** This pillar focusses on prevention of SGBV both on individual, and structural level and includes advocacy for women's rights.
- **Field of Action 2: Improve response to survivors of SGBV:** This pillar focusses on holistic services to women survivors of SGBV as well as on capacity development of institutions (health, justice) to provide adequate support.
- **Field of Action 3: Amplify feminist action:** This pillar focuses on strengthening/supporting feminist organisations and networks to increase their power to shape and advance social change.

While we will continue to work on prevention of and response to SGBV, for the next years, we envisage to strengthen the Field of Action 3 “Amplify feminist action” and expand our activities to working with more partner organizations, women human rights defenders, feminist activists, artists, and feminist networks in the region.

This consultancy is thus focused on supporting the team of *medica mondiale* in Cologne, Germany, to reflect on *medica mondiale*'s engagement in the region so far and facilitate the development of new fields of work.

Scope of Work

1. Inception Phase: (approx. 1 day)
 - Briefing Meetings with colleagues of *medica mondiale* in Cologne
 - Compilation and agreement on detailed work plan
2. Context and stakeholder analyses/SWOT: (approx. 6 days)
 - Analyses of the socio-political context in Afghanistan, the women's rights situation, conflict context, situation of women human rights defenders
 - Interviews with experts on Afghanistan/women's rights
 - Stakeholder analyses: focus on feminist/women rights activists, organisations and networks working in the field of SGBV and/or women's rights in general. Map threats to their engagement but also their potential to engage in women's rights activities and in work for social change.
 - SWOT for *medica mondiale*'s work in Afghanistan (based on evaluation reports of the last years, interviews with colleagues at *medica mondiale* in Cologne and of our partner organisation Medica Afghanistan)
3. Strategy workshop with *medica mondiale* team (1 day preparation, 3 days' workshop)
 - Hold a workshop with the team of *medica mondiale* in Cologne and facilitate the development of a strategy for 2022 to 2026 (4 years)
 - Provide recommendations for new partnerships, projects, and engagements.
4. Write a strategy document based on the results of the context analyses, stakeholder analyses and workshop (3 days)

Deliverables

- Detailed work plan
- Context analyses; stakeholder mapping
- Workshop design and documentation
- Strategy document (ToC, objectives, indicators etc.)

Place of work

Due to security reasons and the Covid-19 pandemic, we can only agree on deskwork and expect the analyses and workshop to take place online.

Qualification

- In-depth knowledge of the Afghan context.
- Be embedded in the Afghan feminist context or be linked to Afghan feminists and activists.
- Demonstrated conceptual knowledge of feminist theory and praxis in the context of sexual and gender-based violence and feminist action.
- Demonstrated experience to facilitate the development of strategies, including methodologies like e.g., SWOT, development of Theories of Change and so on.
- Strong conceptual, analytical, and problem-solving skills
- High language level of English, ideally Farsi / Dari speaking

Suggested timeframe

- Selection of consultant and contract: 12th to 24th of April
- Briefing: week of 26th of April
- Context and stakeholder analyses: April/May
- Strategy workshop: 31st of May to 2nd of June (3 days)
- Delivery of strategy document 31st of July, including feedback loops.

Should this timeframe not be feasible for you, please suggest an alternative plan.

How to apply:

To indicate your interest, please send your CV and a cover letter, including your suggested methodology for the strategy development, your daily rate and links to previous assignments or work (please send all documents as one PDF file). Only shortlisted candidates will be contacted. The interviews will take place online between 12th and 23rd of April.

Please send your application with the subject 'Strategy for Afghanistan' to recruitment@medicamondiale.org until **11th of April 2021**.

Further information on *medica mondiale* and our projects can be found on our website: medicamondiale.org