TERMS OF REFERENCE
Gender Sensitization Training Development Consultant

Position title: Consultant
Expected period of commitment: 21 days
Application deadline: 20 April 2015
Location: Male’, Maldives

1. Organization Background

Transparency Maldives (TM) is a non-profit, non-partisan organization that endeavours to be a constructive force in society by promoting collaboration and discussion on corruption, transparency and accountability. Our organization seeks to engage with stakeholders from all sectors (government, business, politics and civil society, among others) to raise awareness of corruption’s detrimental effects on development and society, improve transparency and accountability in governance, and eliminate corruption from the daily lives of people.

Transparency Maldives received formal government registration in 2007, and is the National Contact of Transparency International (TI) in the Maldives.

Civic Participation Project (CPP) is a 10-month project conducted by Transparency Maldives, in partnership with International Foundation for Electoral Systems (IFES) and funded by the United States Agency for International Development (USAID)

2. Background to the assignment.

One of the key recommendations following from TM’s election observation effort of the 2013-2014 election cycle is to design interventions to increase women’s political participation in the Maldives. In the past, TM has worked under different projects to empower women and increase women’s political participation including trainings for local councilors and candidates and women’s development committee members. Building on this, TM plans to involve the media in promoting women’s political participation. To achieve this TM plans to conduct training programs for practicing journalists and journalism students.

3. Purpose of the Assignment

TM is seeking the services of a consultant to develop a one-day training for Maldivian journalists and journalism students with a focus on gender sensitive reporting and promoting women’s political participation. The consultant will be responsible for conducting a needs assessment, based on the findings of which the training will be developed. The consultant will also be expected to conduct a ToT for TM staff and partners who will deliver the final training to journalists and journalism students.
4. Responsibilities of the consultant

- Conduct a brief needs assessment to identify specific training areas through interviews with relevant individuals and institutions.
- Based on the findings of the assessment, design and develop training modules in consultation with TM and technical persons.
- Develop an evaluation and analysis instrument that will measure changes in attitudes of workshop participants to be administered both immediately before and after the workshops.
- Conduct a Training of Trainers (ToT) for TM staff and partners.
- Gather feedback from the participants of the ToT and finalize training modules.
- Finalize assessment and analysis instruments.
- Deliver final assessment, analysis instruments and training modules along with usage guide of the modules.

5. Deliverables

- A 5-page needs assessment outlining existing and past training programs for journalists and specific areas for training.
- Training modules with relevant background reading material and usage guide.
- Evaluation and analysis instruments to measure changes in attitudes of workshop participants.
- Conduct a Training of Trainers (ToT) for TM and partners.

6. Duration of the Assignment: 21 days, with expected start date in April 2015. The consultant is expected to be in Malé, Maldives for the duration of the assignment.

7. Reporting
The Consultant will report to the Project Coordinator of the Civic Participation Project and work closely throughout the assignment.

8. Competencies

- Bachelor’s degree in journalism, media communications or social sciences.
- Familiarity with the media landscape of Maldives.
- Ability to research, analyze and synthesize information.
- Ability to clearly and concisely express ideas and concepts in written and oral form.
- Experience in developing training programmes for adults.
- Knowledge of critical gender issues in Maldivian context.
- Excellent spoken and written English and Dhivehi.
- Excellent translation skills from Dhivehi to English and vice versa.
- Good interpersonal skills and ability to set priorities and manage time.

Closing date for applications: Before 0400pm Monday, 20 April 2015.

Application and selection procedures: Interested applicants are kindly requested to submit a CV, Expression of Interest stating why the applicant is suitable for the position, the timeframe, fee, and names of two referees to Project Coordinator, Shifza Omar at shifu@transparencymaldives.org. Only shortlisted candidates will be contacted for interviews. If you are short-listed you will be notified by either phone or email.