

Terms of Reference

Consultant – Peace and Justice Mobilisation

Remote Consultancy for a Young Woman based in South Sudan

Background:

The World YWCA is a movement that connects and mobilises girls, young women and women, with the purpose to develop their leadership and collective power to achieve justice, peace, health, human dignity, freedom and a sustainable environment for all people. Its bold and transformative goal for 2035 is that 100 million young women and girls transform power structures to create justice, gender equality and a world without violence and war.

For decades, and as we progress towards Goal 2035, the global YWCA movement has renewed our commitment to peace and justice, and identified this focus as an important act of healing, reconciliation and solution, rooted in our Christian foundational principles, and empowering communities to benefit from diverse forms of justice.

Peace with justice has been a constant vision and goal throughout the more than 160 years of the global YWCA movement. As a global movement, YWCA leaders have passed more than 40 resolutions since decades about women, peace and security¹.

World YWCA stands in solidarity with and is committed to the [UNSCR 1325](#). We know that war, conflict, and violence impacts women, young women and girls differently. In times of conflict and instability, there is severe risk of sexual violence, abuse, displacement, increased poverty and trauma. Especially for girls, young women and women, issues and realities of gender inequality, disproportionate negative health outcomes, injustice and limited education access are exacerbated.

Women and young women do not start wars, but they do suffer its worst consequences. Active participation of women and young women is a major key to relevant action and effective implementation of peace processes. We believe that women, young women and girls are vital to building peace that is not just inclusive and effective but sustainable and long lasting.

Goal 2035 and its emphasis on building leadership and working in the rooted realities of leaders in community is how YWCA has long ensured that the World YWCA enables, connects and collaborates as a movement, to work together and not just in community, to advocate to have women, young women and girls participate in peace processes and implementation, and to advocate for global non-violence, peace and justice. The YWCA prepares women to be on the negotiating tables and other global platforms and decision-making bodies to ensure that women's voices and issues are heard and incorporated in peacebuilding. We know that there is great power in women coming together across lines of active inclusive and effective participation in peace processes and implementation to address issues of peace and conflict, regardless of region for lasting change.

The global YWCA movement for decades has renewed its commitment to peace and justice, and identified this focus as an important act of healing, reconciliation and solution, rooted in our Christian foundational principles, and empowering communities to benefit from diverse forms of justice.

Purpose of the Consultancy:

With the support from [Y-Global](#), the World YWCA is working to deep dive on the intergenerational and interorganizational engagement around the World YWCA's recently launched "[#BulletAndDove: Witness accounts of intergenerational women living in conflict, calling for action beyond compassion](#)". The initiative

¹ <https://www.worldywca.org/wp-content/uploads/2021/01/World-YWCA-Statements-of-Policies-2019-FINAL-EN.pdf>

was launched this year within which a first activity of panels was pushed out. The first panel hosted leaders from Armenia, Japan and Palestine on the theme “From resolutions to action”.

World YWCA is looking for a young woman consultant (30 years and under) from South Sudan to work with World YWCA to consult, engage and mobilise young women and allies from around the world to collectively advocate for peace and justice.

This consultancy will be running from October 2021 to December 2021. The Consultant will work directly with the World YWCA team, liaise with women, young women and YWCAs; as well as organizations and groups in the region to further strengthen the concept for #BulletAndDove, deep dive the issues and define the next steps of World YWCA’s peace and justice work.

The Consultant will also have opportunities to engage with intergenerational leaders and organisations through the multiple campaigns being hosted by World YWCA with focus on peace, conflict and justice.

Scope of Work:

The consultancy is for a total **45 days**.

The Consultant is expected to:

- Co-create with World YWCA team and YWCA leaders a work plan in alignment with World YWCAs #BulletAndDove concept.
- Ensure the alignment with the overall Peace and Justice work of the World YWCA.
- Support to conceptualise and coordinate online activities and events to be hosted YWCAs related to justice and peace.
- Conduct virtual safe spaces to deep-dive the concept and conduct consultations.
- Engage with leaders and strategic partners to help mobilise advocacy and action towards justice and peace resolution work.

Skills and Experiences:

- Minimum of three years in advocacy initiatives related to women’s leadership, peace and security, human rights, gender and development. Comprehensive experience and understanding of gender equality issues including women and young women’s leadership in settings affected by conflict;
- Committed to work online following feminist principles;
- Experience in project and programme design and how to translate this into an effective work plan;
- Have experience working with networks (online/offline) that contribute to the peace and security agenda for women, young women and girls, especially those affected or living in conflict settings;
- Ability to work remotely and efficiently under strict deadlines both independently and as a team member;
- Excellent skills and experience in conducting consultations and peer to peer engagement;
- Opened to share ideas/feedback and test innovative approaches to mobilise women, young women and girls in communities;
- Strong inter-personal and networking skills;
- Social media savviness;
- Ability to manage a virtual event or an online conversation;
- Previous experience in managing online campaigns will be highly appreciated.

Criteria for selection:

- Must be a young woman (she/her/they/them) aged 30 years or under **based in South Sudan**.
- Committed to work in line with feminist principles.
- Understand World YWCA areas of work and operations.
- A strong commitment and passion in achieving women's rights and leadership.

- Proficiency in English, both oral and written, is essential.
- Ability to work remotely, with little supervision and able to meet deadlines comfortably.
- In order to act in a consultancy capacity for World YWCA, the applicant must be able to provide evidence that they are registered and/or working in compliance with social charge coverage requirements in the country where they are based/work.

Location and compensation:

The young woman consultant **must be based in South Sudan** and will work remotely with World YWCA. Engaging in face-to-face activities will depend on possibilities agreed in the work plan.

The total number of days for this assignment is estimated at 45 days over the period.

How to apply:

- Send an email under the subject: '#BulletAndDove Consultant' to hresources@worldywca.org by no later than **September 30, 2021**, with the following documents: CV (not exceeding 4 pages), including 2 reference contacts
- Cover letter (addressing how you meet the necessary qualifications, your experience working on the themes and your ideas around the tasks).
- Any previous work samples will be appreciated.
- Your daily fee, rate to be inclusive of VAT (if consultants are required to pay VAT in their countries of registration).

A team committee at the World YWCA will review all applications and we will then conduct interviews via phone or Zoom with short-listed applicants. World YWCA encourages, promotes and supports diversity in all aspects of its work.

To learn more about World YWCA, please visit our website at <http://www.worldywca.org>.