



CALL FOR CONSULTANCY

Policy Brief on Leadership Initiatives to Increase Women's Representation in Decision-Making Spaces within the Caritas Africa Network

TERMS OF REFERENCE

Background

Caritas Africa is seeking to hire a consultant to analyze the current context and recommend the best approach for designing effective leadership initiatives that will increase women's representation in decision-making spaces within the Caritas Africa network. The policy brief will highlight the milestones achieved and identify the main barriers to the growth of women's leadership. Caritas Africa believes that understanding and addressing these barriers is crucial for the success of the initiatives. This activity is funded by Caritas Internationalis General Secretariat, through the *Empowerment of the Regions Project* and seeks to contribute to strategic orientation one and two of the Caritas Africa 2024-2030 strategy.

Scope of work

The consultant will engage in discussions with the 12 Women National Directors who have participated in executive leadership coaching sessions. They will also interact with women leaders in senior and middle-level management, to carry out the below:

1. In-depth review of women's church leadership roles, particularly within Caritas.
2. Assessment of women's experiences in achieving work-life balance.
3. Examination of the conditions required for an enabling environment for women to assume leadership roles.
4. Identification and highlighting of barriers.
5. Summary of existing institutional policies.
6. Proposal of recommendations for the future.

The final document should be submitted to Caritas Africa by November 15, 2024.

How to apply

If you are interested, please submit your application to: secaf@caritas-africa.org and recrutement@caritas-africa.org by August 30, 2024.

Your application should include:

1. One-page resume.
2. Link to previous publications.
3. Technical (2 pages) and financial proposal outlining how you intend to carry out the assignment.