



INSTITUTE *for*  
YOUNG WOMEN'S  
DEVELOPMENT



**Call for Expression of Interest: Feminist Leadership Manual Development**  
**Deadline: 3 March 2024, 0059hours CAT**

**1. Background**

A consortium, comprised of women-led grassroots organizations in Eswatini, Malawi, Mozambique and Zimbabwe, is dedicated to fostering transformative feminist leadership across the region. This initiative aims to empower women and young women to actively participate in politics, governance, and decision-making spaces, dismantling social, cultural, and institutional barriers that currently impede their involvement. While efforts to increase women's representation exist, more impactful actions remain important. Bridging this gap requires solutions informed by a deep understanding of women's unique needs and vulnerabilities, acknowledging both structural obstacles and the distinct advantages they bring to the table. By cultivating a generation of leaders grounded in feminist leadership we aim to equip women and young women with the tools to challenge existing power structures and contribute meaningfully towards creating a more just and equitable future.

**2. Scope of Work**

We are seeking a consultant(s) to review our existing Feminist Leadership Manuals and develop one manual for use in multiple countries we work in in Africa. Having come together as a consortium, to deliver a collective feminist leadership strengthening intervention, we are seeking services of a consultant with a cross-regional and intersectional understanding and experience of the feminist leadership terrain in Sub-Saharan Africa. The manual will be piloted in Southern Africa and at a later stage be used in the other four regions of Sub-Saharan Africa.

The manual should focus on content that surfaces, and addresses structural challenges affecting young women and women's transformative leadership particularly in politics. It should offer tools, and methodological ways that deepen analysis of structural issues and power, and tactics that can be used to mitigate against the challenges and enhance young women and women's transformational leadership in politics, both at their country level and on the continent. We recognise that young women and women aspiring and current political leaders are not homogenous, and have different feminist/women's rights standpoints. The idea is to develop a manual that enables women to apply a gender lens in understanding their positioning in politics, and how that should inform and influence their leadership at different levels. Drawing from the African philosophy of *Ubuntu*, we believe that integrating this concept of interconnectedness and shared humanity in our contemporary feminist leadership models is now more urgent than before. This may contribute towards fostering empathy and restoring servant leadership in a globalised context facing democratic backsliding and erosion of gains made to advance particularly the rights of women in their diversity and other minoritised groups. Overall, the manual should offer analytical frameworks as well as engage with contemporary questions that today's and previous generations of transformative feminist leaders on the continent should reflect on and think about collectively.

**3. Methodology**

We are seeking the services of a consultant who uses both participatory approaches that engage the targeted young women and women in select countries on the continent, and review of literature on

feminist leadership on the continent. This should include any available feminist leadership manuals from other feminist organisations.

#### **4. Deliverables:**

##### **(i) Inception Meeting**

- Meet with the consulting organisation and partners to present the proposed approach, work plan, and methodology. This may also include any theoretical leanings to be considered in the manual development
- Seek input from the consulting organisation and partners on any specificities that may not be clear in the TORs

##### **(ii) Inception Report**

- Provide an Inception Report outlining the chosen approach, work plan, and methodology.
- Provide a detailed timeline, considering the time needed for data collection, stakeholder engagement, feedback integration, and manual development.

##### **(iii) Draft Manual**

- Present a comprehensive draft inclusive of all modules, exercises, and strategies clearly aligned with the theoretical frameworks and addressing identified challenges in women's political participation.
- Include a facilitator guide providing instructions for delivering the manual, evaluation tools to assess the effectiveness of the manual and a bibliography

##### **(iv) Final Manual**

- Incorporate feedback from consulting organisation and partners and provide the final manual

#### **5. Skills and Experience Requirements**

- Demonstrated expertise in gender, feminist leadership, and women's political participation, particularly within African contexts.
- Experience in developing manuals and tools with a focus on social justice and transformative approaches.
- Demonstrated familiarity with the socio-economic legal and political contexts of the four sub-regions of Sub-Saharan Africa
- Strong research and analytical skills, including the ability to apply feminist methodologies and analyze data through intersectional lens.
- Excellent communication and writing skills, able to develop clear, concise, and relevant materials for diverse audiences.
- Minimum of a Master's Degree in Social Sciences and Humanities or other relevant fields

#### **6. Timeline**

The consultant is expected to complete the assignment by **30<sup>th</sup> April, 2024**.

#### **7. Application Process**

Interested consultants should submit an Expression of Interest (EoI) detailing a summarised understanding of scope of work; proposed methodology, cost proposal and workplan. A cover letter detailing how the consultant meets the selection criteria, together with a CV should and samples of previous similar work, should be accompany the EoI. Applications should be submitted to [personnelresources2018@gmail.com](mailto:personnelresources2018@gmail.com) by **0059hours CAT on 3 March 2024**.