

Terms of Reference (TOR)
Gender Mainstreaming Expert

E4I/WONDER /RFP 11/2022

- A. **Programme Title:** Women led opportunities through Networking for the Development of Entrepreneurial Resources (WONDER)
- B. **Duration of Contract:** 3 months
- C. **Subject:** Gender Mainstreaming Expert

Background

The African continent has the highest percentage of women entrepreneurs in the world. According to the Global Entrepreneurship Monitor (GEM) 2016/17 Women's Report the female entrepreneurship rate in sub-Saharan Africa is 25.9% of the female adult population, meaning that one in four women starts or manages a business. These women, however, face a \$42 billion financing gap for African women across business value chains. AFAWA (Affirmative Finance Action for Women in Africa) is a pan-African initiative by African Development to bridge this \$42 billion financing gap facing women in Africa.

E4Impact is an initiative launched in 2010 by ALTIS – Graduate School of Business and Society of Università Cattolica del Sacro Cuore, with the objective of supporting the start-up and growth of new businesses in Africa. E4Impact Foundation is implementing the WONDER (Women led opportunities through Networking for the Development of Entrepreneurial Resources) project which is designed to build women capacity by equipping them with skills, knowledge, and tools to optimize and refocus their businesses for growth and scale-up.

WONDER is aligned to the objectives and themes of its innovative approach to improve African women led SMEs access to finance. The project will be implemented in Kenya and Cameroon and will work with 150 women-led businesses. Wonder project also aims to create synergies with government, financiers and other stakeholders that are working with the women entrepreneurs.

The WONDER project is being implemented by E4Impact in Kenya and Cameroon.

MAIN TASKS, AND RESPONSIBILITIES

The consultants will conduct online training to E4impact staff for a period of 20 hours spread across 1 year.

EXPECTED OUTPUT

1. Basic elements of gender mainstreaming approach and strategies are understood by trainees.
2. Trainees' practical skills to measure organizational capacities to address and mainstream gender issues in the organization and work are strengthened.
3. Trainees' skills to identify areas of strength and achievements, innovative policies and practices for affirmative gender action planning in the are enhanced

QUALIFICATIONS AND PROFESSIONAL EXPERIENCE REQUIRED

1. Bachelor's Degree in social sciences, human rights, gender/women's studies, international development, or a related field.
2. Minimum 5 years of progressive experience at the national or international level on Gender Equality, women's empowerment and human rights with a strong background on strategic management and coordinating Gender Equality and Women's Empowerment.
3. Experience in capacity building and training UN, Government or Private Sector staff on gender-mainstreaming.
4. Fluency in written and spoken English is essential.

HOW TO APPLY

If you possess the necessary qualifications and experience, kindly apply by sending your cover letter to procurement.kenya@e4impact.org before **15th February 2023** at **5:00pm** with the Subject line: **WONDER – Gender Mainstreaming Expert.**

Proposals received after the deadline will not be accepted.

Due to the large volumes of applications we receive, only the successful candidates will be contacted.