



**Terms of Reference (TOR) for consultancy for
Edmund Rice Mission Capacity Development project**

1. Background

Edmund Rice Development (ERD) is a development agency established in 2008 in Ireland by the Congregation of Christian Brothers and governed by an independent board of directors. ERD is dedicated to the liberation of people and communities from poverty and injustice. ERD works in collaboration with Edmund Rice (ER) development projects globally to promote human rights and fullness of life for all, especially those made poor. ERD supports partners to:

1. Access funding to maximise impact of development projects
2. Build capacity to govern, plan and manage impactful development project
3. Enhance collaboration to achieve greater impact

ERD is committed to transparency and accountability, and to an efficient, effective operation that impacts positively on the lives of people made poor.

Today there are 79 ERM development projects in 23 countries working with those at the margins of society using a community engagement approach. 49 of these projects are in less developed countries in Africa, Latin America, India and Oceania. The projects focus on the liberation of people and communities through education, community development, advocacy and health.

2. Overview of Capacity Development Programme

The ERM Capacity Development Project was established in 2017 to build the capacity of ER Development Projects to achieve better results in communities where we live and work. The project was governed by the Congregation Leadership Team until 2021 when the management and governance of the project was transferred to ERD. The project builds capacity through three strategic priorities:

- **Increasing Effectiveness:** Increase Effectiveness of our nine ER Development Offices (MDOs) & 49 Development projects to achieve better results in communities where we live & work
- **Mobilising Resources:** Ensure human and financial resources are effectively managed enabling effective local project implementation in 14 countries where we have ERM development projects
- **Learning and Improving:** Improve learning and sharing across ER development projects globally to maximise good practice to achieve greater impact in local communities where projects are based.

3. Gender Equality Project

In 2022, the need to build capacity around gender equality in ER mission was identified as a priority. SDG5 focuses on Gender Equality and Empowerment, but gender is critical to all the SDGs, and to all areas of a healthy society from reducing poverty to promoting the health, education, protection and wellbeing of children. It is essential that gender equality is understood by the leadership in ER Mission, so that governors can ensure informed policy and decision-making throughout their organisations and development projects. Increasing capacity in gender equality is particularly important in the context of an all-male religious congregation. Many of the governors of ER development projects are Christian Brothers and training in gender equality and empowerment of women and girls has not previously been prioritised. Therefore, we have designed a project to increase awareness of gender (in)equality and gender related challenges, assess current policy and practice, and support the implementation of a gender perspective in ER development projects and governing bodies.

In 2022, ERD embarked on a Strategic Planning process. Through stakeholder consultation, five core commitments were identified as essential in our work: Gender Equality, Locally-Led development, Rights-Based approaches, Safeguarding and Collaboration. While this project focusses on Gender Equality, we believe it is integral to all five commitments: supporting a locally-led approach to promoting gender empowerment in



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ER development projects; challenging gender inequality using a rights-based approach; reinforcing a safeguarding culture especially in the incorporation of PSEAH into project implementation; collaborating across ER mission (and with other congregations) to share best practices and key learnings.

4. Objective of Consultancy

We are seeking a consultant to support this initiative by delivering the following:

- a. Development of a Gender Equality Framework for Edmund Rice projects: In line with best practices in gender and international development.
- b. Gender Equality Assessment Tool: A tool to be developed in line with the framework to assess the strengths and weaknesses of the ER development project.
- c. Interviews: In-depth interviews with governors and managers of 12 ER development projects utilising the tool and refining as needed.
- d. Overall report on Gender Equality in ER Mission: Report that highlight best practices, common challenges and recommendations.
- e. Gender Training programme: development of programme that includes an overview of gender equality and addresses the gaps in ER Mission.

5. Duration of the Evaluation

The consultancy is expected to start in April/May 2023 for an estimated duration of 8-10 working days.

6. Required expertise and qualification

Expertise required:

- Gender Studies qualification or equivalent experience
- Capacity Building and training
- Working with the International NGO sector

Consultant(s) will be selected according to the following criteria:

- Understanding of the Terms of Reference
- Proposed methodology and planning of the assignment
- Experience in gender equality training
- Overall quality of the proposal
- Cost

7. Application

Application process: Please submit your expression of interest to acarney@edmundrice.org by Monday April 3, 2023. Please include your CV and a brief outline of the proposed methodology, budget and proposed timeframe in line with this TOR. Please include two references.