



ATTACHMENT I: SCOPE OF WORK

Creative Associates International, Inc., acting on behalf of the Mali Peacebuilding, Stabilization and Reconciliation project in Mali is soliciting offers for technical expertise in accordance with this Scope of Work, and Creative's Consultant Agreement Terms and Conditions.

Background

Creative Associates International is a dynamic, fast-growing global development firm that specializes in education, economic growth, democratic development, and post-crisis stabilization. Based in Washington, D.C., Creative has a field presence in more than 25 countries with a strong client portfolio that includes the U.S. Agency for International Development and the State Department, among others. Since its founding in 1977, Creative has earned a solid reputation among its clients and is well-regarded by competitors and partners alike.

Creative is implementing the USAID-funded Mali Peacebuilding, Stabilization and Reconciliation (Mali PSR) which is a 5-year program (2018-2023) created to support the implementation of the Agreement for Peace and National Reconciliation and to contribute to building resilience and peacebuilding in the North, Center and South of Mali. Mali PSR is implemented by a consortium of Creative Associates International, Think Peace and the Malian Association for Survival in the Sahel across 43 municipalities predominantly in the central and northern regions of Mali (Ségou, Mopti, Timbuktu, Taoudénit, Gao, Menaka and Kidal). The program works with communities to address the following key factors: conflict mitigation and management, promoting inclusive governance, strengthening civic engagement, and empowering young people.

During Year 2, Mali PSR conducted a Fragility and Methodology Assessment methodology study which found that entrenched traditional gender norms and youth exclusion, coupled with the exposure to ideology of violent extremists, make central and northern Mali a challenging environment in which to advance equity and inclusion. As such, one of the key goals of Year 4 to reducing conflict and foster inclusive governance and resilience will be to move away from engaging women as "influencers" over men and youth and focus more on creating space for women to identify their own distinct needs and interests and enhancing their agency to advance within public discourse.

Consultancy Summary:

Creative Associates seeks a national gender and inclusion specialist for a consultancy who will provide overall gender expertise and technical support to Mali PSR to ensure gender mainstreaming in all the aspects of the program, and implementation of gender-specific

actions. The consultant will coordinate with Mali PSR technical and grant teams to ensure that project activities are implemented in accordance with established standards and recognized best practices, and comply with USAID regulations, local law, and Creative policies.

Reporting & Supervision:

The Gender and Inclusion Specialist will report to the Deputy Chief of Party, Programs.

Place of Performance

The position is based in Bamako, Mali.

Period of Performance:

The LOE for this position is estimated at 5 days per month for 12 months.

Duties & Responsibilities

Specific duties and responsibilities include but are not limited to:

- Train and coach PSR program staff on gender- based approaches and inclusivity standards;
- Review project and grantee objectives/activities to ensure that they are gender inclusive, and intentionally provides opportunity for women and girls' active participation;
- Assess potential intended/unintended impacts of program activities on gender equality to mitigate and/or minimize negative consequences
- Ensure gender is mainstreamed in the Year 4 and Year 5 work plan, including into tools and training materials such as the Women's and Marginalized Groups' Participation Rating Tool
- Develop a detailed Gender Action Plan which will identify concrete ways to integrate gender throughout program activities and ensure that both male and female stakeholders are consulted and participate in activities, and promote a gender transformative approach while ensuring that cultural and geographic context is respected
- Liaise with other USAID/Implementing partners on lessons learned and best practices
- Coordinate with the Monitoring & Evaluation (M&E) team to include gender-sensitive monitoring indicators to track and measure gender outcomes and ensure coherence between M&E approaches to successfully monitor program progress, provide on-going analysis, necessary corrective action and create a culture of learning within the program.
- Assist Mali PSR team in identifying and developing partnerships with gender equality/women's governmental institutions, local women's NGOs/CSOs and relevant national stakeholders.

Required Skills and Qualifications:

- Masters' degree in social studies, gender studies, international development, or a related field (or, alternately, a Bachelor's degree in a relevant field and 10 additional years of relevant experience);
- Demonstrated experience in designing and implementing gender and inclusion activities;
- Experience with USAID-funded programs preferred;

- Proficiency in written and spoken French required; knowledge of English and local languages is desirable, but not required;
- Previous experience working in a fragile or transitional state environment or security-challenged environments.

Expected Outcomes:

- Improved capacity of Mali PSR staff on gender-sensitive and inclusive approaches
- A detailed Gender Action Plan is drafted
- Mali PSR work plan and indicators for Year 4 and Year 5 are gender-sensitive
- Best practices from other USAID partners are leveraged

Evaluation Criteria:

Creative will consider the best valuable offer by evaluating and comparing other factors in addition to price. Only quotations that meet the requirements above will be considered for evaluation. Please note that if there are significant deficiencies regarding responsiveness to the requirements of this RFQ, an offer may be deemed “non-responsive” and thereby disqualified from consideration. Therefore, the quotation should contain the best value from both a technical and price perspective. Creative will select the Offeror whose quotation represents the best overall value to Creative in terms of the selection criteria specified below. Offerors who do not follow the instructions in this RFQ may be disqualified from consideration.

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| Educational qualifications: | 20% | |
| Relevant experience: | 35% | |
| Capacity to run trainings on gender: | | 15% |
| Financial proposal: | 30% | |

