



## Tèm Referans:

### Konsiltan pou Kreyasyon Yon Gid Resous Ekonomik pou Tifi

\* **NB:** *teks Tèm Referans lan a an Angle pi ba*

- Zòn:** Baze lakay li (ak plizyè vwayaj Jakmèl lè genyen bezwen pou sa)
- Dire:** Travay ki detaye nan tèm referans ap sou yon peryòd 4 lane, apati Me 2021. Detay yo pi ba:
- Plis travay (èdtan/ jou) ant Me ak mi Oktob 2021
  - Mwens travay (èdtan/ jou) ak sipò presi ki kapab bezwen chak lane ant Oktob 2021-Avril 2025.
- Kontak prensipal:** Ko-Direktè Pwogram Repanse Pouvwa (Etazini), Kowòdinatris Pwojè (Jakmèl) ak Kowòdinatris Pwogram Repanse Pouvwa (Jakmèl)

#### I. Kontèks

Beyond Borders, ki pote non Depase Fwontyè yo an Ayiti, wè nan peyi d Ayiti semans pou yon nouvo mond kote moun yo simonte gwo defi nan aprann poze kesyon, fè vizyon, ak aji ansanm; kote fanmi ak kominote yo, sou yon baz konfyans ak respè youn pou lòt, fè pwogrè. Avèk misyon pou ede moun ranfòse mouvman sosyal pou liberasyon an Ayiti, Beyond Borders ap travay pou pèmèt Ayisyen devlope zouti ak ladrès pou mete fen nan pratik kote timoun tonbe nan restavèk, pou asire bon kalite edikasyon primè pou tout moun, pou fè prevansyon kont vyolans sou fanm ak tifi, pou asire mwayen ki dirab ak jistis ekonomik pou sila ki pi fèb yo. Pou plis enfòmasyon sou travay nou, ale sou sit wèb [Beyond Borders](#).

Beyond Borders / Depase Fwontyè yo ap lanse yon entèvansyon sou kat lane apati yon patenarya ak Komisyon Ewopeyen nan yon Pwojè pou fè vanse dwa tifi adolesan; genyen yon fokal patikilye pou devlope yon manyèl ki ap sèvi kòm resous pou fasilite devlopman kapasite ekonomik tifi adolesan an menm tan, fè prevansyon vyolans kont tifi apati enplemantasyon *Kore Tifi*. Manyèl sa a pral fè pati metodoloji *Kore Tifi* a. *Kore Tifi* se yon nouvo metodoloji Beyond Borders / Depase Fwontyè yo devlope. Nan metodoloji sa a genyen yon pati ki se yon adaptasyon apati *SASA!*, yon metodoloji ki baze sou prèv [Raising Voices](#) te devlope. *Kore Tifi* konbine pwogram ki santre sou tifi ak yon apwòch mobilizasyon kominotè pou prevansyon kont vyolans sou tifi. Li angaje tifi yo nan klèb tifi; li angaje yo kòm aktivis ak lidè pou chanjman nan kominote yo. Kominote a an gwo (paran yo, lidè yo, manm kominote a an jeneral) ak kèk lekòl angaje tou nan yon pwosesis chanjman nòm sosyal. Prezans divès aktè yo, an fèt se pou asire tifi viv an sekirite, yo patisipe aktivman nan kominote yo e, kominote a kreye espas pou tifi devlope lidèchip yo.

Atravè pwojè sa a, Beyond Borders / Depase Fwontyè yo pral devlope yon nouvo gid ki pral pèmèt tifi devlope kapasite yo nan ekonomi ak chanje sitiyo ekonomik yo nan lavni. E Beyond Borders / Depase Fwontyè yo pral fè yon pilòt nan Depatman Sid-Ès la ak yon lòt nan Depatman Lwès apati patenarya avèk yon lòt Òganizasyon.

Beyond Borders / Depase Fwontyè yo ap chèche yon konsiltan ki gen ekspètiz nan ogmante kapasite ekonomik tifi adolesan pou ede nan devlope gid resous ekonomik la, epi pou bay kèk sipò an plis pou pilòt yo ak evalyasyon.

## II. Deskripsyon jeneral/Objektif kontra a

**Objektif Jeneral:** Asire kreyasyon bon kalite kontni pou Gid Resous Ekonomik pou tifi ak fòmasyon, ki byen ranmase pwosesis ki nesèsè pou nenpòt òganizasyon k ap sèvi avèk metodoloji *Kore Tifi* kapab ogmante potansyèl ak kapasite ekonomik nan lavni tifi yo.

### Objektif espesifik:

1. Ogmante kapasite yon ansanm pwofesyonèl ki kapab entegre yon aspè otonomizasyon ekonomik pou tifi nan travay yo.
2. Bati kapasite ekip kreyasyon an sou divès aspè ak eleman enpòtan ki dwe rantre nan yon modil ekonomik pou tifi ak jèn tifi
3. Mennen ekip kreyasyon Gid Resous Ekonomik la pou kreye ak revize Gid Resous Ekonomik ki pare pou pilòt pwojè a. Gid la dwe genyen konsèy pou anplwaye, Menntò Klèb Tifi yo, tifi yo ak yon pwosesis Aprantisaj ak Evalyasyon.
4. Kreye yon gri obsèvasyon ki pral pèmèt moun ki angaje nan pilòt la bay fitbak pandan pwosesis la.
5. Patisipe nan revizyon final Gid Resous Ekonomik apre pilòt la.

Konsiltan ap yon espesyalis ki pral travay nan tèt kole ak anplwaye Beyond Borders / Depase Fwontyè yo plis patnè li yo an Ayiti (nan Jakmèl, Leyogàn, ak Pòtoprens) ansanm ak yon ekip ki chita Ozetazini ak Kanada. Reyinyon regilye yo pral kle pou asire pwojè a reyalize byen rapid san pwoblèm epi li rete sou sib ak sou pwen ki gen pou wè avèk tèm nan kontni, objektif, ak dat limit.

## III. Reskonsabilite konsiltan an

Me-Oktob 2021 (estimasyon jou ki kapab peye (faktirab)/ èdtan yo dwe pwopoze pa konsiltan, egzanp, 20+ jou ki kapab peye (faktirab) / 160 èdtan ki kapab peye (faktirab))

1. Li ak konprann liv gid *Kore Tifi* pou anplwaye, Liv sou Aprantisaj ak Evalyasyon, ak manyèl Menntò Klèb Tifi yo, ak nenpòt lòt dokiman ki enpòtan.
2. Patisipe nan twa fòmasyon ak ekip k ap devlope manyèl la. Sa gen ladann:
  - a. Fasilite fòmasyon pou ekip Beyond Borders / Depase Fwontyè yo ak ekip patnè li yo sou baz dokimantasyon, aktivite aprantisaj patisipatif ak bon pratik ki ganranti otonomi ti fi adolesan yo.
  - b. Patisipe nan fòmasyon sou metodoloji *Kore Tifi* yo ak tifi adolesan Ayisyen / pwogramasyon prevansyon vyolans sou fanm ak tifi.
3. Konsepsyon plan ak analiz rechèch fòmatif nan debi pwojè a sou reyalite ekonomik tifi adolesan ayisyen yo. Bay konsèy teknik jan sa nesèsè nan aplikasyon rechèch fòmasyon.
4. Kreye deskripsyon manyèl resous pou otonmi ekonomik la epi amande li apre chak fidbak ki soti nan ekip k ap devlope manyèl la.
5. Kreye bouyon kontni ki pou entegre nan liv Faz *Kore Tifi* yo, Gid Aprantisaj ak Evalyasyon, Manyèl Mentò Klèb Tifi ak / oubyen lòt pati nan *Kore Tifi*.
6. Bay konsèy teknik sou revizyon nan bouyon ki vin apre nan materyèl la, kidonk Gid resous ekonomik jiskaske pilòt la pare.
7. Reponn sou demann pou konsèy teknik / sipò ponktyèl sou pwojè a.

*Remak: Aktivite ki an wo yo ta ka aplike sou plas nan Jakmèl, Ayiti, adistans ak / oswa yon konbinezon.*

Septanm 2021-Avril 2025 (èdtan faktirab jan sa nesèsè - mwens estime èdtan / jou)

1. Depanaj jan sa nesèsè pandan pilòt nan Gid Resous Ekonomik, ki soti nan Oktòb 2021 pou rive Septanm 2024.
2. Bay fidbak sou revizyon ak finalizasyon Gid Resous Ekonomik, ant Oktòb 2024 ak Avril 2025.

Konsiltan an ap reskonsab tou pou:

- Respekte ak aplike alalèt règleman pwoteksyon manm Ekip Beyond Borders / Depase Fwontyè yo ak tout lòt politik entèn BB/DF yo
- Kouvri aranjman ak depans asirans medikal ak vwayaj,
- Obligasyon taks jan peyi a mande l pou li peye taks sou revni

*(Remak: Beyond Borders / Depase Fwontyè yo ap dedwi 2% oswa 15% valè atik ki enpòtan pou konsiltan nasyonal oswa entènasyonal, respektivman, pou soumèt bay Otorite nan zafè taks an Ayiti dapre sa lwa ayisyen di).*

#### **IV. Pwodwi ak dèlè**

- Devlope materyèl fòmasyon pou Beyond Borders / Depase Fwontyè yo ak anplwaye patnè yo sou baz prèv ak pi bon / bon pratik ki gen rapò ak otonomi tifi adolesan yo (anvan mi mwa jen 2021).
- Fè tout atelye fòmasyon fas a fas ak / oswa atravè apèl entènèt (adistans, anvan fen mwa jen 2021).
- Fè konsepsyon ak analiz rechèch fòmatif, avèk sipò ekip Beyond Borders / Depase Fwontyè yo (anvan mitan jiyè 2021)
- Elabore yon plan angwo pou kontni Gid Resous Ekonomik (anvan mi Out 2021)
- Elabore plan jeneral modil fòmasyon sou kontni an (anvan fen dawout 2021)
- Pwojè tèks pou enklizyon nan pouvwa a ti fi ki soti nan kit resous otonòm ekonomik (ki soti nan Out septanm 2021, ak tout proje pa 15 septanm 2021)
- Fitbak pou revizyon nan Gid Resous Ekonomik pou pilòt la, nan de (2) jou ouvrab apre li resevwa (soti nan Out-Oktòb 2021, ak Lè sa a, pandan tout peryòd kontra nan lespas twa (3) jou ouvrab ki resevwa).

*Remak: Tèm ak kondisyon alantou konpansasyon finansye yo pral baze sou èdtan facturables, pou chak delè, aktivite ak plan te dakò pa tou de pati yo nan kòmansman an nan kontra a ak fakti chak mwa.*

#### **V. Reskonsabilite Beyond Borders/Depase Fwontyè yo**

1. Bay konsiltan dokiman ki enpòtan epi bay oryantasyon wòl nan debi konsiltasyon.
2. Revize epi bay fidbak / opinyon sou materyèl fòmasyon, plan kontni, bouyon tèks ak lòt pwodwi.
3. Kowòdone ak konsiltan an pou planifye orè atelye yo epi òganize patisipasyon pati enpòtan yo.
4. Prepare lojistik atelye, ki gen ladan materyèl, ekipman, ak rafrechisman.
5. Fè aranjman pou lojistik ak tradiksyon pou konsiltan pou atelye ak angajman, si sa nesèsè.
6. Fè aranjman pou modalite konferans videyo pou atelye vityèl pou pèmèt patisipasyon manm estaf.

#### **VI. Pwofil konsiltan**

- Eksperyans enpòtan ak pwogram otonòm ekonomik pou tifi adolesan obligatwa (3 lane pou pi piti).
- Eksperyans nan akonpayman tifi adolesan .
- Eksperyans nan kreyasyon metodoloji preferab.
- Eksperyans nan fè fòmasyon ak kreyasyon modil/ sesyon fòmasyon pou tifi adolesan
- Ladrès kominikasyon ekselan.
- Trè òganize, kapab travay byen pou kont li ak a distans.
- Li nesèsè pou pale ak ekri byen Kreyòl Ayisyen oswa Angle. Se yon diplis si postilan an pale ni Angle ni Kreyòl. Franse se yon diplis.
- Aksè ak koneksyon entènèt ki bon.
- Baze an Ayiti prefere, ak kapasite pou vwayaje anndan Ayiti; si moun nan baze lòt bo dlo, kapasite pou vwayaje an Ayiti (sekirite pèmèt).
- Disponib pou tan ki defini nan tèm referans sa a.

#### **VII. Soumèt aplikasyon an**

- CV

- Lèt kouvèti ki dekri eksperyans ki enpòtan nan pwogram pou otonomizasyon ekonomik tifi adolesan ak esperyans nan kreyasyon metodoloji
- Metodoloji pwopoze pou reyalize pwodwi ki detaye nan tèm referans sa
- Pwofòma detaye, ki baze sou metodoloji ki pwopoze a, e ki gen ladan yon estimasyon èdtan faktirab ki ap nesèsè ak pri total. Pwofoma a ta dwe separe "frè konsiltasyon" ak lòt eleman ki enpòtan pou metodoloji ki pwopoze a (pa egzanp, chak jou, depans vwayaj elatriye)
- Omwen 2 bon referans pwofesyonèl

Moun ki enterese oswa konpayi yo ta dwe soumèt yon aplikasyon konplè bay Beyond Borders / Depase Fwontyè yo nan [consultant@beyondborders.net](mailto:consultant@beyondborders.net) anvan **8è diswa lè Ayiti 9 Me 2021**. Tanpri itilize liy sijè imèl la: **Konsiltan pou Kreyasyon Yon Gid Resous Ekonomik pou Tifi**

*Beyond Borders / Depase Fwontyè yo se yon anplwayè ki ekitaab (li ofri tout moun menm opòtinite). Nou ankouraje kandida fanm, moun andikape, ak lòt gwoup majinalize pou yo postile.*

\* \* \* \* \*



## Terms of Reference:

### Girls' Economic Empowerment Resource Pack Creation Consultant

- Location:** Home-based (with travel to Jacmel, Haiti if conditions allow)
- Duration:** The scope of work for this ToR is envisioned to take place over a 4-year period, beginning in May 2021 and including:
- Heavier inputs from May-mid-October 2021 (20+ days)
  - Lighter inputs and punctual support needed each year from October 2021-April 2025 renewal
- Primary Contacts:** Rethinking Power Program Co-Director (USA), Project Coordinator (Jacmel, Haiti), and Rethinking Power Program Coordinator (Jacmel, Haiti)

#### I. Context

Beyond Borders, known as Depase Fwontyè yo in Haiti, sees in Haiti the seeds for a new world where people overcome great challenges by learning to question, dream, & act together, and where families & communities thrive on foundations of trust and mutual respect. With a mission to help people build social movements for liberation in Haiti, Beyond Borders works to equip Haitians to end child slavery, to ensure quality primary education for all, to prevent violence against women and girls, and to secure sustainable livelihoods and economic justice for the most vulnerable. For more information about our work, please visit [Beyond Borders' website](http://beyondborders.org).

Beyond Borders/Depase Fwontyè yo is launching a four-year grant partnership with the European Commission through a project to advance the rights of adolescent girls, with a particular focus on creating a resource pack that will work to build girls' economic capacity while at the same time preventing violence against girls by implementing *Power to Girls*. *Power to Girls* is a new creation by Beyond Borders/ Depase

Fwontyè yo and also an adaptation of the evidence-based [Raising Voices](#) SASA! methodology. *Power to Girls* combines girl-centered programming with community mobilization for the prevention of violence against girls. It engages girls in girls' group programming and as activists and leaders in community change. The wider community (parents, leaders, general community members) and key schools are also engaged in a social norms change process to ensure girls experience increased levels of inclusion and safety in their environments and create space for girls' leadership.

Through this project, Beyond Borders/Depase Fwontyè yo will design and pilot an all-new resource pack complementary to *Power to Girls* to build the economic capacity of adolescent girls. Beyond Borders/Depase Fwontyè yo will conduct the pilot in its own implementation communities in the Southeast Department and partner with another organization to conduct the pilot in target communities in the West Department.

Beyond Borders/Depase Fwontyè yo is seeking a consultant with expertise in adolescent girls' economic empowerment to assist in creating the Economic Empowerment Resource Pack, with some additional support in pilot and evaluation periods.

## **II. General Description/Objective of Contract**

General Objective: to ensure creation of high-quality content for Girls' Economic Empowerment Resource Pack, that captures the process needed for any organization using *Power to Girls* to increase girls' future economic potential.

### Specific Objectives

1. Increase capacity of a cadre of professionals able to integrate effective girls' economic empowerment into their work.
2. Increase capacity of the Economic Empowerment Resource Pack creation team to understand the different important elements that should be in economic empowerment programming for adolescent girls.
3. Lead the Economic Empowerment Resource Pack creation team to create and revise an Economic Empowerment Resource Pack for pilot, including guidance for staff, Girls' Group Mentors, girls and Learning and Assessment processes.
4. Create an observational tool for noting feedback during process of pilot of Economic Empowerment Resource Pack.
5. Participate in revision of Economic Empowerment Resource Pack post-pilot.

The Consultant will work closely with Beyond Borders/Depase Fwontyè yo staff and partners in Haiti (in Jacmel, Leogane and Port-au-Prince) as well as with a team located in the U.S. and Canada. Regular meetings and check-ins will be key to ensure that the project runs smoothly and remains on target and on point in terms of content, objectives, and deadlines.

## **III. Responsibilities of Consultant**

May-October 2021 (estimate of billable days/hours to be proposed by consultant, e.g., 20+ billable days/160 billable hours)

1. Read and understand *Power to Girls* staff guidance books, Learning and Assessment methods, and Girls' Group Mentor manuals, and any other relevant documentation.
2. Participate in cross-training with the Economic Empowerment Resource Pack creation team. This includes:
  - a. Facilitating training for Beyond Borders/Depase Fwontyè yo and partner staff on evidence base and best/good/ promising practices related to adolescent girls' economic empowerment.
  - b. Participating in training on the *Power to Girls* methodology and Haitian adolescent girls/ prevention of violence against women and girls programming.

3. Lead design and analysis of formative research on Haitian adolescent girls' economic realities. Provide technical advice as needed in implementation of formative research.
4. Create outline of Economic Empowerment Resource Pack and amend per feedback from the Economic Empowerment Resource Pack creation team.
5. Create draft text for integration in *Power to Girls* Phase books, Learning and Assessment Guide, Girls' Group Mentor Manuals and/or other parts of *Power to Girls*.
6. Provide technical advice on revisions of subsequent drafts of the Economic Empowerment Resource Pack materials until pilot-ready.
7. Respond to requests for technical advice/ punctual support on the project.

*Note: Activities above could be implemented on-site in Jacmel, Haiti, remotely and/or a combination of the two.*

September 2021-April 2025 (billable hours as needed – fewer estimated hours/days)

8. Troubleshoot as needed during pilot of Economic Empowerment Resource Pack, from October 2021-September 2024.
9. Provide feedback on revision and finalization of Economic Empowerment Resource Pack, from October 2024-April 2025.

The Consultant will also be responsible for:

- Respecting and adhering to Beyond Borders/Depase Fwontyè yo's participant protection policies,
- Covering medical and travel insurance arrangements and costs,
- Tax obligations as required by the country in which he/she will file income tax (*Note: Beyond Borders/Depase Fwontyè yo will deduct 2% or 15% of value of relevant contract items for national or international consultants, respectively, for submission to Haitian tax authorities as per Haitian law.*)

#### IV. Deliverables and Deadlines

- Develop training materials for Beyond Borders/Depase Fwontyè yo and partner staff on evidence base and best/good/ promising practices related to adolescent girls' economic empowerment (by mid-June 2021)
- Conduct all training workshops in-person and/or via internet video call (by end of June 2021).
- Design formative research plan and tools, with support of key Beyond Borders/Depase Fwontyè yo staff (by mid-July 2021)
- Economic Empowerment Resource Pack outline (by mid-August 2021)
- Draft text for inclusion in *Power to Girls* from Economic Empowerment Resource Pack (from August-September 2021, with all drafts by 15 September 2021)
- Feedback for revisions to Economic Empowerment Resource Pack for pilot, within two (2) business days of receipt (from August-October 2021, and then throughout contract period within three (3) business days of receipt).

*Note: Terms and conditions around financial compensation will be based on billable hours, per timeline, activity and plan agreed by both parties at the outset of the contract and invoiced monthly.*

#### V. Responsibilities of Beyond Borders/Depase Fwontyè yo

1. Provide relevant documents to Consultant and provide orientation to the role at the beginning of Consultancy.
2. Review and provide feedback/input on draft plans, training materials, outline, text and other deliverables in a timely manner.
3. Coordinate with the Consultant to plan workshop schedules and organize the participation of relevant parties.
4. Prepare workshop logistics, including venue, materials, equipment, and refreshments.

5. Arrange logistics and translation for consultant for workshops and engagements, if needed.
6. Arrange video conference modalities for remote/virtual workshops to allow staff participation.

## VI. Consultant Profile

- Significant experience with economic empowerment programs for adolescent girls required (3 years minimum).
- Experience in creation and/or documentation of methodologies preferred.
- Excellent communication skills.
- Highly organized, able to work independently and remotely.
- Fluent in Haitian Creole or English required. Bilingual in both a plus, French a plus.
- Access to secure, stable internet connection.
- Preferably based in Haiti with ability to travel within Haiti; if based abroad, ability to travel to Haiti (security permitting).
- Available for the time frames detailed within this TOR.

## VII. Submission of Application

- CV
- Cover Letter outlining relevant experience in Adolescent Girls Economic Empowerment programming and methodology creation
- Draft proposed methodology for achievement of deliverables.
- Detailed financial quotation, based on the proposed methodology, and that includes an hourly rate and full total price of quotation based on estimated billable hours per the methodology. The financial quote should separate “consultation fees” from other elements as relevant to the proposed methodology (e.g., per diems, travel expenses etc.)
- At least 2 relevant, professional references

Interested individuals or firms should submit a complete application to Beyond Borders/Depase Fwontyè yo to [consultant@beyondborders.net](mailto:consultant@beyondborders.net) no later than **8.00pm EST 9 May 2021**. Please use the email subject line: **Girls’ Economic Empowerment Resource Pack Creation Consultant**

*Beyond Borders/Depase Fwontyè yo is an equal opportunity employer. Diverse candidates including women, people of color, and members of other historically marginalized groups are encouraged to apply.*