



SHORT TERM ASSIGNMENTS

- 1. Facilitator (Political parties/disability leagues)**
- 2. Trainers**

About GCC

Gifted Community Centre, GCC is a women and youth with disabilities led organization operationalized in 2019. GCC works with all types of disabilities, ages 10-40 years, in 13 villages of Kibera, Kawangware, Rongai and other counties through our ambassadors (youth with disabilities, in and out of school and youths with disability led self-help groups) embedding ‘nothing for us without us’ in our work. We Mentor, Educate, Inform, Empower, and Advocate on and for the rights of persons with disabilities.

About the Transform Project

The Transform program is a USAID funded global pilot initiative that aims to address technology-facilitated gender-based violence (TFGBV) affecting women in politics and public life. Learn more about the program here [Transform Program](#).

GCC’s initiative aims to strengthen the resilience of women with disabilities against TFGBV in Kenya’s Colleges and Political Parties Disability league leadership spaces through a comprehensive approach, focusing on prevention, response, and mitigation strategies. The project seeks to empower survivors, promote gender equality, and create safer communities free from violence.

1. Facilitator Scope of Work

Tasks and Deliverables:

- Support GCC in conducting **3 courtesy calls** with representatives from all 12 political parties, building on GCCs relationship and securing political buy-in from political entities on GCCs Transform project goal.
- Facilitate 4 Stakeholders engagement / Open dialogues with political parties’ disability leagues, UCSSNAK, and the target group representatives to present GCC findings in animated clips and review party policies progress.
- Facilitate the online conversations led by women with disabilities.
- Provide a report after each activity stated above.

Payment will be made per activity.

2. Trainers

Training 1

- Conduct 1 training on the different forms and impact of TFGBV, existing laws and policies, and response mechanisms to 34 women with disabilities.

Training 2:

- Conduct awareness raising session on TFGBV, existing laws and policies and response mechanisms to women with disabilities.

Training 3:

- Through GCCs support, facilitate 2 college clubs cafes/debates/discussions organized by the GCC project team.
- Through GCCs support, facilitate and lead 2 Twitter chats/spaces led by women with disabilities as social media influencers and duty bearers as guest speakers.

Deliverables *(will be further discussed with the final candidates)*

Trainers will be picked based on each activity above and payment will be made per activity.

1. Develop comprehensive training materials on TFGBV, relevant laws, policies, and response mechanisms.
2. Design engaging and accessible presentation formats tailored to women with disabilities.
3. Conduct the training/ awareness raising sessions, ensuring all content is clearly communicated and understood.
4. Facilitate the college clubs debates.
5. Develop guiding questions for online conversations.
6. Provide report for each activity conducted.

Qualifications:

1. Understanding of Gender-Based Violence (GBV): A thorough understanding of the various forms of GBV including TFGBV, gender, development studies, law, or related fields.
2. For facilitators, clear understanding of Kenya's governance structure and political parties.
3. Familiarity with the dynamics of power, control, and inequality that underpin GBV, including the intersectionality of gender, age, ethnicity, socio-economic status, disability, and other identity factors.
4. Effective communication skills, including the ability to facilitate discussions, engage diverse audiences, and convey sensitive information in a clear, respectful, and non-judgmental manner.
5. Non-discriminatory attitude towards survivors of GBV, coupled with the ability to provide emotional support, validation, and empowerment in a survivor-centered approach.
6. Cultural sensitivity and awareness of the diverse cultural norms, beliefs, and practices that may influence perceptions of GBV and help-seeking behavior within different communities.
7. Commitment to upholding ethical standards and confidentiality protocols when working with survivors of any form of GBV, respecting their autonomy, privacy, and rights to confidentiality and informed consent.
8. Ability to work collaboratively with multi-disciplinary teams, including counselors, social workers, healthcare providers, legal professionals, and community leaders, to coordinate comprehensive support services for survivors.
9. Experience working with persons with disabilities.
10. Understands the importance of advocacy in addressing the forms of GBV in this case TFGBV, at the individual, community, and systemic levels, including strategies for promoting policy change, raising awareness, and challenging harmful gender norms.

Guiding Principles:

- ❖ Do No Harm: Prioritize the safety, dignity, and well-being of beneficiaries at all times, ensuring that project activities do not inadvertently contribute to harm or re-traumatization of the beneficiaries/ participants.
- ❖ Survivor-Centered Approach: Empower survivors to make informed decisions about their recovery journey, respecting their autonomy, agency, and confidentiality.
- ❖ Gender Sensitivity: Recognize and address the intersectional nature of TFGBV, considering the unique needs and experiences of women, men, girls, boys, and gender-diverse individuals.
- ❖ Inclusivity and Diversity: Promote inclusivity and diversity in all aspects of project implementation, valuing the perspectives, voices, and contributions of marginalized and underrepresented groups.
- ❖ Continuous Learning and Improvement: Engage in ongoing reflection, evaluation, and adaptation to enhance the effectiveness and relevance of project interventions, learning from both successes and challenges.

Engagement:

The assignments will be activity based and payment will be made per activity. Please indicate your **daily rate** and send a 2 pager CV and short cover letter to info@giftedcommunitypwd.org cc giftedcommunitypwd@hotmail.com by **9th July 2024 with the subject “position you are applying for.”** E.g. (Facilitator, Training 1...etc.).

NB: You can apply for both facilitator and training.