

Terms of Reference - Learn Contractor (Resilience Fund)

ABOUT WOMEN WIN

Founded in 2007, [Women Win \(WW\)](#) is a global multi-dimensional women's fund guided by the vision of a future where every girl and woman* exercises their rights. With a global team based largely in the Netherlands, WW collaborates with diverse partners to increase the assets, access, voice, and agency of women and girls around the world. Our work focuses on investing in and providing support for a diverse global portfolio of partners. We also aim to influence a wide range of cross-sector stakeholders and broker unusual partnerships. Women Win works to advance girls' and women's rights amidst the scarce resources currently available for feminist movements.

Our programmatic work is distributed across three "Brands" which all serve WW's overall vision, but each with their own unique mission:

- [GRLS](#): Advance the playing field that progresses gender equity in sport & through play;
- [Win-Win Strategies](#): Connect the power of business with the deep assets of women's funds and organisations to economically empower women;
- [Ignita](#): Champion innovative funding strategies that channel resources to local human & gender rights activists, organisations & movements.

WW's work is also supported by:

- a world-class **Finance and Operations** team;
- our '**Learn**' team which drives learning, innovation and knowledge management;
- our '**Influence**' team which focuses on resource mobilisation, thought leadership and communications coordination across the organisation.
- our '**People & Culture**' team which focuses on Women Win's values and leadership ethos to create and maintain a unique and fun working environment and sustain a diverse, thriving team.

ABOUT THE RESILIENCE FUND FOR WOMEN IN GLOBAL VALUE CHAINS

The Win-Win Strategies team is looking for a consultant to support our work in [the Resilience Fund for Women in Global Value Chains](#). The Resilience Fund is an innovative pooled funding initiative for companies, corporate foundations, and private foundations to invest in the long-term health, well-being, and economic resilience of women who form the backbone of global supply chains. Women Win manages and facilitates the Learning Hub of this Fund.

The vision of the Learning Hub is to create a robust collaborative shared-learning experience that serves and supports an effective vehicle to ensure strategic corporate investment in the long-term economic resilience, health and well-being of women who form the backbone of global supply chains. We are looking to achieve this vision by providing:

- Participatory grant-making processes for selection of grantees;
- Formal and informal opportunities for the Fund's stakeholders (grantees, fund investors, women's funds and other partners) to come together, build relationships and openly discuss successes, challenges and emerging issues;
- Spaces to build new connections, partnerships, and relationships beyond the Fund's grant cycle among different groups;
- The Exploration of more exemplary ways of harvesting and sharing impact;

- Knowledge and data that proves and improves the model.

ABOUT THE OPPORTUNITY

We are looking for a consultant with expertise in collective, feminist learning practices, knowledge management and knowledge product creation to support our work in the Resilience Fund for Women in Global Value Chains. The consultant will also facilitate virtual and (possibly) in-person learning events, which bring together a variety of different stakeholders - including corporates, corporate foundations, local women's rights groups as well as international women's funds. We are looking for someone that can hold these spaces and move a diverse team forward on their common vision.

We expect that, informed by the consultant's work in the Resilience Fund, this consultant will also work together with Women Win's Learn Director to create and apply processes and templates across Women Win's fund portfolio.

The consultant will become part of an international team working with a wide range of stakeholders to guide our joint learning processes. In our efforts to recognise the time and effort involved in learning activities, we work to ensure that approaches are collaborative and beneficial for all those involved. This means that we not only focus on facilitating learning spaces, but also look to intentionally capture and share back in order to create rapid feedback loops and solid knowledge management practices.

MAIN ACTIVITIES

WW is seeking a contractor who will support with the following:

- Evaluate our current learning practices with feminist, time, language justice lenses, and propose recommendations on how to do this better in the future
- Determining different stakeholder learning objectives, methods and values, and finding ways to merge them in one common feminist learning approach
- Research, scope and propose ways to expand the current model of synchronous learning events to include learning-centric asynchronous learning opportunities
- Facilitate virtual and in-person learning events that include a diverse group of stakeholders
- Support the creation of knowledge products by distilling meaning from existing data to ensure feedback loops with stakeholders
- Involve and communicate with key Learning Hub partners, which include corporates, local women's rights organisations and international women's funds
- Explore various feminist measurement and reporting processes and propose updates to WW funds' way of working
- Support the updating of WW's grantee partners' reporting processes and setting-up of a streamlined method of measurement

KNOWLEDGE AND EXPERIENCE

It is requirement of this consultancy that the applicant has:

- A solid understanding of international non-profit organisations, grassroots feminist organisations and activists, and the women's rights movement
- Five years of professional experience working in any of the fields mentioned above.
- Extensive experience with and expertise on group learning processes, and feminist and learner-centric collective learning processes
- A solid understanding of the corporate sector and global value chains, the stakeholders involved and their roles, and the power dynamics within this sphere

- Strong interpersonal and facilitation skills with the ability to convene cross cultural and multi-stakeholder groups, moving them towards shared objectives
- A cultural awareness and the ability to work well in an international environment with people from diverse backgrounds and cultures.
- Excellent listening, written and communication skills with the ability to communicate effectively with others, especially digitally and in a remote setting
- Experience measuring outcomes, particularly of unrestricted funding, and collating qualitative and quantitative datasets

TERMS OF THE CONSULTANCY

- **Location:** Remote
- **Estimated time needed for project: 4 - 5 days a week, for a 4 month period**
- If you are based in the Netherlands, you will need to be registered with the Dutch KvK (Kamer van Koophandel) and have the necessary authorisations to work as an independent contractor.

HOW TO APPLY

Hiring for this position is open immediately and the position will be filled as soon as the right candidate is identified. Interested candidates are encouraged to apply as soon as possible, no later than **1st December 2023**.

Please submit the following to the Win-Win Strategies Director, Clementine Klijberg at c.klijberg@womenwin.org with "Resilience Fund Learn Contractor" in the subject line:

- Expression of Interest outlining how your knowledge, experience and skills fit this profile, as well as your daily rate and availability to start.
- Resume/CV in English.

WW strives to be a diverse and inclusive organisation. For us, this translates to creating an environment where everyone can bring their authentic selves to work and make it easy for others to do the same. We encourage applicants with diverse backgrounds and experiences to apply.