



Consultant Position for Gender Equity Initiative Trainer in Rajasthan, India

[Rise Up](#) activates women and girls to transform their lives, families, and communities for a more just and equitable world through investment in local solutions, strengthening leadership, and building movements. Since 2009, our powerful network of over 600 leaders has directly benefited 7 million girls, youth, and women, advocating for over 120 laws and policies impacting 135 million people in Africa, Latin America, South Asia, and the US.

Rise Up is searching for an outside entity to help adapt and implement our unique capacity-building [curriculum](#) for our [Gender Equity Initiative \(GEI\)](#). GEI has been implemented in Nigeria, Mexico and South Africa. Since 2018, Rise Up has invested in a total of 41 leaders in Maharashtra and Delhi. In 2021 we are launching the initiative for the first time in Rajasthan. A central component of Rise Up's programming is a 7-day residential Leadership and Advocacy Accelerator workshop. This year, in response to travel and gathering restrictions due to COVID-19, Rise Up is offering its intensive Incubator as a hybrid workshop consisting of approximately 10-15 two-to-three-hour virtual sessions or meetings (up to 45 hours of virtual training sessions total) and a 2-3 day in-person workshop implemented between October through December 2021. The trainer will be responsible for adapting and expanding Rise Up's curriculum to implement this hybrid model, reflect policy cases and local contexts in Rajasthan, and provide follow-on support and technical assistance to Rise Up leaders.

SCOPE OF WORK

Training Preparation

- Adapt Rise Up training curriculum to implement with diverse populations in Rajasthan, including the Muslim minorities and tribal groups.
- Co-design and adapt the current versions of Rise Up's in-person curriculum and the existing all-virtual curriculum to implement as a hybrid training, covering variety of topics including advocacy, gender equity, and leadership with specific focus on child marriage prevention, girl child education, and adolescent sexual and reproductive health.
- Design and prepare auxiliary training materials, such as worksheets, handouts, PowerPoints, and explore videos, study reports relevant to the topics and relevant to the socio-cultural -political context in Rajasthan.
- Co-design SMART training objectives and corresponding training evaluation tools.
- Provide timely feedback on training agenda and collaborate with the Rise Up team to finalize curriculum and session designs.

Training

- Implement a participant-centered training methodology focused on active learning.
- Work with a 3-member Rise Up resource team to develop/adapt session designs, formal presentation and state specific reading/audio-visual materials and share three weeks before the initial training dates.
- Identify local expert/panelists, develop topic specific key questions for the panelists and moderate panel discussions.
- Participate in online office-ours, one on one meetings with the participants, review group assignments and share feedback.
- Provide a final written training report upon completion of contracted activities that includes feedback and recommendations for future training implementation.
- Always follow Rise Up Girl Protection Policy and Rise Up training policies.

Training Follow Up and Technical Assistance

- Provide training participants with virtual and in-person technical assistance on proposal development (as needed)
- Review draft proposals and provide feedback as per Rise Up proposal selection Criteria.
- Make recommendations for effective follow-up with participants and identify areas of continued technical assistance.

Financial Management and Administration

- Submit timely invoices and training reports
- Expense reconciliation as needed.
- Regular communication with Rise Up resource team
- Ability to communicate any financial concerns to the Rise Up Oakland team

REQUIREMENTS

- A minimum of 5-7 years' experience training diverse populations in the areas of leadership, gender equity, and advocacy in Rajasthan.
- Strong knowledge of advocacy, lawmaking, and state and federal laws affecting women and girls' issues in Rajasthan.
- Sound understanding of the major social development, and gender equity issues across caste, class, religion, tribal groups in the state.
- Understanding of effective participant-centered methodologies and tools.
- Phenomenal communication, presentation, and public speaking skills.
- Excellent organizational and time management abilities.
- High degree of cultural humility in working with diverse populations, including girls, women, LGBTQI and tribal communities, etc.
- Excellent critical thinking and decision making, with the ability to pivot training methods to respond to participants' needs.
- Demonstrated ability to facilitate a dynamic virtual learning space that addresses the needs of diverse types of learners.
- Ability to work independently and maintain regular communication with a remote team.

- Demonstrated understanding of media campaigns and experience speaking on gender equity issues to media.
- Availability for zoom/skype call for session planning and curriculum finalization during morning and/or evening hours.
- Familiarity with social media and media campaigns is a plus.
- Proficient in MS Office (esp. PowerPoint), Zoom, FlipGrid, JamBoard, and Google Classroom.
- Fluency in English and Hindi is required, and proficiency in Marwari is preferred.

QUALIFICATIONS AND PROPOSAL

The trainer/consultant may be an individual or a team from a registered business or organization. The ideal consultant will have expertise in policy issues affecting girls and women in India (specifically in Rajasthan). The consultant will possess excellent virtual training and facilitation, including virtual team building skills and have an innovative and creative approach to problem solving in group settings. The language of instruction will be in English and Hindi.

This will be an project-based consultancy that could require up to 4 days of travel throughout the state of Rajasthan. Consultant fees for training facilitation, preparation days and reimbursement for travel will be provided. If you are interested in the position please provide the following information via email no later than July 18, 2021 to Vidhu Prabha, Rise Up Program Manager at vprahba@riseuptogether.org with a copy to Josie Ramos, Rise Up Director of Programs at jramos@riseuptogether.org.

- CONTACT INFORMATION: Provide your name, organization (if appropriate), and full contact information.
- PROPOSAL: Describe your experience relative to the job requirements.
- RESUME: Provide your current CV / resume.
- REFERENCES: Provide names and contact information for up to three references who can speak directly to your experience planning and facilitating trainings.
- FEE FOR SERVICE: Provide a range of cost for training facilitation, preparation and session design time, and any other requirements. ¹

¹ The maximum amount payable under the Consultant Agreement is inclusive of all taxes including Goods and Services Tax (GST). All payments under the Agreement shall be subject to applicable tax deduction at source (TDS).