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About *medica mondiale*

medica mondiale e.V. is a non-governmental organisation based in Cologne, Germany. As a feminist women's rights and aid organisation *medica mondiale* supports women and girls in war and crisis zones throughout the world. Through own programmes and in cooperation with local women's organisations we offer holistic support to women and girl survivors of sexualised and gender-based violence. Furthermore, we cooperate with our partners in the areas of prevention of SGBV and in feminist action. On the political level, we pro-actively promote women's rights, call for a rigorous punishment of crimes as well as effective protection, justice and political participation for survivors of violence. Currently *medica mondiale* is working in Northern Iraq/Kurdistan, in Afghanistan, in West Africa/Mano River Region, in Southeast Europe (Bosnia and Herzegovina, Kosovo, Serbia and Croatia) as well as in the Central African Great Lakes Region.

Call for Expressions of Interest:

Consultant for the development and facilitation of safer spaces for *medica mondiale* partner organizations and activists in Afghanistan and the diaspora to build trust and networks, exchange knowledge and experience and strategize

(15 March 2024 – 30. Sep 2025)

Context:

The human rights situation in Afghanistan is deteriorating steadily and drastically since the return of the Taliban to power in August 2021. This applies especially to the situation of women and girls. They are excluded from political participation and are increasingly pushed out of public life. Some activists who rebel against the repression are threatened, tortured, persecuted, and killed. Many activists and civil society actors had to flee from Afghanistan and seek asylum in safer countries. Despite the risks, Afghan women continue to resist the repressions and find creative ways to continue their work; they lead protests in and outside of Afghanistan and advocate for their rights on local, regional, national and international levels. However, due to the continuous engagement and exposure to threats and risks women activists, leaders and employees of women-led organizations are increasingly exhausted. Throwbacks and traumatic events have concerning effects on their mental and physical well-being.

It is in this context that *medica mondiale* developed the project **“Safer spaces: Strengthening feminist action and collective care of Afghan women-led organizations and activists”** (project duration: 10/2023 – 09/2025), which aims at strengthening and expanding the relative resilience, viability, well-being and scope of feminist action & solidarity of Afghan women right's activists and women-led organizations working in the volatile context of Afghanistan. The project is funded by a private funder of independent groups working for justice, democratic governance, and human rights. This consultancy contributes to shaping one of the projects key activities, namely to

conceptualize, set up, and facilitate safer spaces for medica mondiale partner organization (and potentially other actors) in Afghanistan where they can build trust, strengthen networks, exchange knowledge & experience and strategize.

Objective

The key expected objective of the consultancy is to develop a concept incl. operational and M&E plan for the creation of safer spaces for medica mondiale partners and other Afghan Women's Rights Activists (WRA) in the diaspora, in co-creation with medica mondiale team and partner organizations. In the safer spaces, participants build trust, strengthen their networks, exchange knowledge & experience and strategize. The design of the process of building safer spaces as well as the concept are based on a stress- and trauma-sensitive, intersectional feminist and power-sensitive approach. Furthermore, the consultant prepares, facilitates and evaluates in-person and virtual safer spaces formats, such as workshops, meetings and leadership programs.

More precisely, the objectives of this consultancy are:

- A concept incl. an operational and M&E plan is developed for the creation of safer spaces for medica mondiale partner organizations (and other relevant activists), in which they can build trust, strengthen networks, exchange knowledge & experience and strategize is developed in co-creation with medica mondiale team and partner organizations.
- Safer spaces formats and activities outlines in the developed concept are set-up, facilitated and evaluated and for medica mondiale partner organizations (and other actors). These spaces contribute to trust building, strengthening of networks, exchanging of knowledge & experience and strategizing.

Your main task:

To lead the process of conceptualizing, setting up, facilitating and evaluating the results of the safer spaces for medica mondiale partner organizations (and other relevant activists) in co-creation with medica mondiale team and medica mondiale partner organizations. The consultant thereby applies a stress- and trauma-sensitive, intersectional feminist and power-sensitive approach.

The main tasks include:

- Inception Phase:
 - To conduct an inception/kick-off meeting with medica mondiale team to understand and explore the existing ideas and needs of creating safer spaces.
 - To prepare an inception report based on initial meetings with medica mondiale team and desk review of key medica mondiale and external documents.
- Data collection and analysis phase:
 - To coordinate and exchange with relevant project-related consultants and medica mondiale team members (e.g. International Program team members related to Feminist Action projects in other regions, Head of International Program Dept., Head of E&Q Dept., project consultant for the development of a self- and collective care platform).
 - To conduct and document interviews with relevant internal and external stakeholders to explore ideas and needs for safer spaces.
 - To conduct an in-depth desk review of relevant project-related and strategic documents of medica mondiale as well as external documents.
- Conceptualization and concept writing phase:

- To prepare, facilitate and document a workshop with medica mondiale team and partner organizations to present the preliminary results and conceptualize safer spaces.
- To write and submit the final draft of the concept for creating safer spaces incl. operational & M&E plan.
- To include medica mondiale's feedback and write/submit final version of concept.
- Facilitation / implementation phase of safer spaces as outlined in the concept:
 - To prepare, facilitate and evaluate safer spaces formats/activities, e.g. meetings, workshops, leadership program (at least one physical meeting per year and regular virtual meetings at least every 6 months).
 - To collaborate with relevant medica mondiale staff and external consultants, e.g. medica mondiale Afghanistan team, consultant for the development of a self- and collective care platform, medica mondiale feminist action project manager, etc.)
 - To prepare high-quality documentation for each safer spaces activity conducted incl. workshop/activity evaluation results.
- Reporting, Monitoring and Evaluation:
 - Reporting: To report regularly on the implementation status of the consultancy and results (method, frequency and templates to be defined).
 - Evaluation: To prepare and conduct an internal evaluation of the process and results of the safer spaces (impact oriented).
 - To prepare a final report on the conceptualization and implementation process (from conception to implementation) incl. analysis of the process and results and impact-oriented reporting.

Deliverables:

- **Inception report:** Detailed inception report that specifies the methodology, determines the exact focus and scope of the concept, including the key questions, the data collection strategy, a critical analysis of the provided documents and the data collection instruments.
- **Facilitation & written documentation of kick-off and conceptualization workshops with medica mondiale team and partner organizations:** Planning, facilitation and documentation of workshops (kick-off, presentation of preliminary results, conceptualization) with project team of medica mondiale (and partner organizations-).
- **Safer spaces concept:** Detailed concept for the development of safer spaces incl. activity/operational & M&E plans that outline the methodologies and tools for implementation and monitoring & evaluation. The concept is based on a thorough needs assessment and data collection process. The concept explicitly incorporates stress- and trauma-sensitive, intersectional feminist and power-sensitive approaches.
- **Facilitation & written documentation (reports) of the conducted safer spaces activities:** Preparation, facilitation, evaluation and written documentation of the conducted safer spaces outlined in the concept.
- **Final report:** Detailed report of the process from inception to implementation phase and incl. analysis of the process and evaluation results (impact-oriented).

Place of work:

Semi-remote: deskwork; online meetings & workshops; at least 2 person workshops in Germany and potentially other countries.

Your Profile:

- Experience and knowledge with topics of conflict-management, trust building, peace building and leadership.
- Experience in working in Afghanistan or a strong knowledge or connection to Afghanistan.
- Identifying with Intersectional feminist / medica mondiale values
- Experience with co-creative and power-sensitive approaches.
- Conceptual, analytical, and problem-solving skills.
- Experience and knowledge in strategy development.
- Experience in working in a process-oriented ways.
- Knowledge and understanding of medica mondiale's STA - Stress- and Trauma-sensitive Approach is an asset, willingness to familiarise and apply such an approach a precondition.
- Language: High language level of English (speaking, understanding, reading and writing, Dari/ Farsi and Pashto will be a plus).

Suggested timeframe:

- 15. March 2024 – 30. Sep. 2025

Preliminary Time Table:

Tentative Timetable for the consultancy. Due dates to be revised during the inception phase. The processes will need to be adapted and revised on regular basis.

Date	Activity	Participants	Locality
March-April 2024	Inception phase		remote
Mid-March 2024	To conduct an inception/kick-off meeting with medica mondiale team to understand and explore the existing ideas and assignment.	<i>Consultant, medica mondiale and partners</i>	remote, online
End of March 2024 - first week of April	To write inception report based on initial meetings with medica mondiale team, desk review of key internal and external documents. Incorporate medica mondiale feedback on final draft and submit final version.	<i>Consultant with medica mondiale team</i>	remote
April 2024	Data collection and analysis phase		Remote, online
	To exchange with relevant project-related consultants and medica mondiale team members.	<i>Consultant, extended medica mondiale team, partner organizations, relevant project-related consultants</i>	online
	To exchange and interview partner organizations and relevant external stakeholders.	<i>Consultant with partner organizations and other relevant stakeholders</i>	online
	To conduct an in-depth desk review of relevant documents.	<i>Consultant</i>	remote
April-May 2024	Conceptualization and writing phase of the concept		Remote, online

Last week April 2024	To conduct a workshop with medica mondiale team and partner organizations to present results of the data collection, present first ideas on safer spaces activities and incorporate feedback.	<i>Consultant with medica mondiale team and partners</i>	Remote, online
Mid-May 2024	To write and submit the final draft of the concept for safer spaces incl. operational & M&E plan.	<i>Consultant</i>	Remote, online
End-May 2024	To include medica mondiale's feedback and write/submit final version of concept	<i>Consultant with medica mondiale</i>	
May 2024 – Sept. 2025	Implementation phase: Safer spaces (outlined in concept)		Remote, hybrid, in person
May 2024 – Sept. 2025	To prepare, facilitate, evaluate and document a number of online and in person safer spaces formats/activities in co-creation with medica mondiale team, e.g. meetings, workshops, leadership program (at least one physical meeting per year and regular online meetings at least every 6 months). Submit high quality documentation one month after conduction of activity. →see activities below!	<i>Consultant in co-creation with medica mondiale team, partners and other relevant stakeholders</i>	Remote, hybrid, in person
May 2024 – Sept. 2025	To exchange and collaborate continuously with relevant medica mondiale team members to enrich and adapt the developed of the safer spaces activities.	<i>Consultant with medica mondiale team, partners and other relevant stakeholders</i>	Remote, hybrid
May 2024 – mid July 2025	Preparation and facilitation of 2 annual in-person safer spaces meetings in Germany and / or other country (requirements)		Remote In person
May-June 2024	To prepare first in person meeting 2024 in Germany for partner organizations: agenda, relevant documents, participant evaluation form.	<i>Consultant in co-creation with medica mondiale team</i>	remote
First half July 2024	To conduct/facilitate the first in-person meeting 2024 in Germany with partner organizations.	<i>Consultant</i>	In person / in Germany
First week August 2024	To submit high-quality documentation of first in person meeting 2024 and incl. medica mondiale feedback.	<i>Consultant</i>	remote
August 2024–May 2025	To adjust the concept of the in-person safer space according to participant's feedback. Prepare second in person meeting: agenda, relevant	<i>Consultant in co-creation with medica mondiale team</i>	Remote/online

	documents, participant evaluation form in co-creation with medica mondiale team.		
June/July 2025	To conduct/facilitate the second in-person meeting 2025 in Germany or other country with medica mondiale partner organizations.	<i>Consultant in co-creation with medica mondiale team and partner organizations</i>	In person
August 2025	To submit high-quality documentation of second in person meeting 2025 and incl. medica mondiale.	<i>Consultant</i>	remote
May 2024 – July 2025	Preparation, facilitation and documentation of regular online safer spaces for partner organizations (other activists)		Remote/ online
May 2024	To conduct first online safer spaces meeting with medica mondiale partner organizations and submit high-quality report.	<i>Consultant in co-creation with medica mondiale team and partner organizations</i>	Remote/ online
October 2024	To conduct second online safer spaces meeting with medica mondiale partner organizations and submit high-quality report.	<i>Consultant in co-creation with medica mondiale team and partner organizations</i>	Remote/ online
January 2025	To conduct third online safer spaces meeting with medica mondiale partner organizations and submit high-quality report.	<i>Consultant in co-creation with medica mondiale team and partner organizations</i>	Remote/ online
March 2025	To conduct fourth online safer spaces meeting with medica mondiale partner organizations and submit high-quality report.	<i>Consultant in co-creation with medica mondiale team and partner organizations</i>	Remote/ online
May 2024 – Sept. 2025	Reporting, Monitoring and Evaluation	<i>Consultant</i>	
ongoing	To report regularly to medica mondiale team on the implementation status of the consultancy and expected results (method, frequency and templates to be defined).	<i>Consultant to medica mondiale team</i>	Remote/ online
July 2025 – August 2025	To conduct an internal evaluation of the safer spaces development process and outcomes and impacts of the implemented activities.	<i>Consultant with medica mondiale team and partner organizations/participants of the safer spaces activities.</i>	Remote/ online
First week Sept. 2025	To submit a final report incl. result of the process, outcome/impact of the implemented activities, recommendations for future (template will be provided).	<i>Consultant</i>	Remote/ online

We offer:

- Collaboration in an innovative, internationally active feminist women's rights organization
- A motivated, international hard-working team
- A consultancy contract from March 2024 to September 2025

We explicitly welcome applications from people with an immigration background, people with experiences of racism/people of colour and people with disabilities. For contextual expertise, we particularly invite consultants from Afghanistan to apply for the consultancy.

Application due date: **18.02.2024**

Please e-mail your application (incl. CV, cover letter, references, concept for the assignment, honorarium expectations, relevant work examples - not exceeding 2MB) until 18.02.204 to [recruitment\(at\)medicamondiale.org](mailto:recruitment@medicamondiale.org).

Further information on *medica mondiale* can be found on our website: [medicamondiale.org](https://www.medicamondiale.org)