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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 piloting of a self-care and collective care platform for women in the context of Afghanistan

(15 March 2024 – 31. May 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 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 organisations 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 one of the project's key activities to develop and pilot elements of a self- and collective-care platform (digital/analogue) for women rights activists in the Afghanistan context in co-creation with Afghan women activists in the diaspora and in Afghanistan. The activity builds upon needs identified in 2021 and activities piloted in 2023 together with Afghan activists in the diaspora in Germany.

Objective

The key expected outcome of the consultancy is to develop the concept of a self-care and collective care platform for Afghan Women's Rights Activists (WRA)). This includes an operational and implementation strategy, based on a stress- and trauma-sensitive, intersectional feminist approach as well as piloting elements of the platform. The platform for WRAs in the Afghanistan context should be developed in co-creation with Afghan women activists in the diaspora and in Afghanistan. More precisely:

- The context and needs for a self-care and collective care platform are thoroughly assessed.
- A concept incl. an operational plan for a self-care and collective care platform for (Afghan) activists is developed.
- Parts of the self-care and collective care platform are piloted.

Your main task:

To lead the process of exploring/setting up a self-care and collective care platform. This will include:

- Inception Phase: An inception report is prepared by the consultant after reviewing relevant documents and clarification of the assignment in a workshop (tbd). Preparation of an inception report until end of April 2024 with internal kick-off workshop.
- Data Collection & Needs Assessment Phase: 1) Desk review and analysis on relevant topics and structures, and 2) needs and risk assessment: Field Research/Interviews with key resource persons from Afghan women's rights activists and *medica mondiale* internal resource persons, focus-group discussions with colleagues from partner organizations, and others, as defined during the inception phase. Presentation of the results of the data collection and needs assessment to the project team.
- Analysis and conceptualisation phase: in co-creation with selected internal and external stakeholders (identified in the data collection phase) conceptualisation of platform (develop ideas), develop operational measures and implementation activities.
- Presentation of the final concept: workshop to present the preliminary concept.
- Facilitation / Lead of the Pilot phase: if time allows start and steer the implementation activities.
- Regular documentation and updates on the implementation status of the consultancy and (preliminary) results (method, frequency and templates to be defined)

Deliverables:

- Inception report: Concept for the development process of the platform incl. detailed work plan, methodology and tools. Ideas for monitoring
- Kick-off Workshop
- Report and presentation of the results of the needs assessment and data collection
- Documentation and regular updates on the implementation status of the consultancy and (preliminary) results (frequency and template to be defined)
- Presentation

- Final report of the self-care and collective platform concept

Place of work:

Deskwork; field research in Germany or your place of residence

Your Profile:

- Senior consultant
- Identifying with *medica mondiale*'s values
- Demonstrated conceptual knowledge of feminist theory and praxis in the context of sexual and gender-based violence and/or public health
- Experience with the topics of self-care and (feminist) collective care
- Conceptual, analytical, and problem-solving skills
- Strong IT knowledge and the capacity to oversee a digital platform creation process (if applicable)
- Experience in working in Afghanistan or a strong connection to Afghanistan
- Experience with women's organizations in (post-) conflict areas, especially the context of Middle East, preferably in Afghanistan
- 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 and/or Farsi will be a plus)

Suggested timeframe:

- 15. March 2024 – 31. May 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
End April 2024	I. Inception phase	Consultants and <i>medica mondiale</i>	remote
	Writing inception report	Consultant	remote
	Kick-off workshop	Consultant	remote
May-December 2024	II. Data collection, analysis and conception phase	Consultants with support of <i>medica mondiale</i>	
	Desk review	Consultant	remote
	Desk review, field research, workshops etc.	Consultant	Remote possibly field research
January-March 2025	III. Writing Phase	Consultant	
	Analysis and conceptualization phase	Consultant	remote
	Assessment report	Consultant	remote
	Conceptualization of platform	Consultant	remote

April-June 2025	IV. Implementation	Consultants with support of <i>medica mondiale</i>	
	Facilitate piloting of the platform (if time allows)	-	
31.5.2025	Final report of the self-care and collective platform concept	Consultant	

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- June 2025

Are you interested? We look forward to receiving your application and offer for the consultancy.

We aim to increase the diversity of life backgrounds in the office. We therefore explicitly welcome applications from people with an immigrant 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: **15.02.2024**

Please e-mail your application (incl.- CV, cover letter, references, concept for the assignment and honorarium expectations / budget not exceeding 2MB) until 25.02.204 to [recruitment\(at\)medicamondiale.org](mailto:recruitment(at)medicamondiale.org).

Further information on *medica mondiale* can be found on our website: medicamondiale.org