

Call for Expressions of Interest

for an Expert on Feminist Principles in the planning, monitoring, accountability and learning (PMEAL) of projects and programs

1. Introduction

About *medica mondiale* e.V.

medica mondiale is a feminist women's rights organisation. For over 30 years, we have been campaigning against conflict-related sexualised violence and against power relations that oppress women. Together with local partner organisations in Northern Iraq/Kurdistan, Afghanistan, West Africa, the African Great Lakes Region as well as in South-eastern Europe, we support survivors of sexualised violence, oppose discriminatory power relations, and empower women's rights activists.

Through programmes and in partnership with local women's rights organisations, *medica mondiale* e.V. follows a multi-level approach to address the various factors contributing to violence against women and girls: On the individual level, *medica mondiale* e.V. provides access to holistic services (psychosocial, health, legal, economic) for survivors of (sexualised) gender-based violence (SGBV). On the level of women's and girls' social environment, *medica mondiale* e.V. supports communities to recognise and protect women's and girls' rights and to support survivors of SGBV. On the institutional level, *medica mondiale* e.V. collaborates with diverse institutions along the referral pathway, whereby a particular focus lies on health institutions, to contextualize and adopt the stress- and trauma-sensitive approach (STA) towards survivors and to establish cross-institutional referral and support systems. On the political level, *medica mondiale* e.V. advocates for laws, policies and resolutions that address SGBV and promote women's political participation. On the societal level, *medica mondiale* e.V. campaigns against sexism and gender stereotypes, raises awareness on (S)GBV and the long-term impacts of trauma within societies. Stress- and trauma-sensitivity are fundamental principles of our work, which is spelled out in *medica mondiale's* specifically developed stress- and trauma-sensitive approach (STA¹). Our international programmes department is divided into four regional teams, which include experts from different *medica mondiale* departments (finance, international programmes (IP), trauma work, evaluation and quality (E&Q)). The four regional teams are 1) Afghanistan and Kurdish Autonomous Region of Iraq, 2) West Africa, 3) African Great Lakes Region, 4) Southeastern Europe.

Our primary aim is to transform patriarchal norms and structures and bring an end to sexualised wartime violence and other forms of sexualised gender-based violence. At the local, national and international levels we join forces with other feminist activists, women human rights defenders (WHRDs) and feminist women rights organizations to campaign for the rights, protection and participation of women in establishing gender justice and removing power gaps.

Further information on *medica mondiale* e.V. can be found on our [website](#).

¹ [Glossary Term: STA - Stress- and Trauma-sensitive Approach® \(medicamondiale.org\)](#)

2. Purpose and Objectives of the consultancy

As part of our commitment to feminist principles, we aim to apply a feminist lens on all aspects of our work, including Planning, Monitoring, Evaluation, Accountability, and Learning (PMEAL) in the overall project management cycle (PCM).

We are seeking an experienced feminist consultant (team) to support us in developing and integrating a feminist framework to our Project Cycle Management (PCM) and PMEAL work. This approach must be rooted in the feminist core principles of our work, namely intersectionality, power-sensitivity and co-creativity, and pursue a system-oriented approach. The aim is to develop a practicable, realistic and efficient feminist framework, to create awareness, initiate processes of un- and () re-learning and ultimately strengthen capacities within relevant entities in mm. Ultimately the outcome should support us in our goal to foster sustainable feminist partnerships with likeminded feminist organisations, actors and actresses.

The assignment is subdivided into three inter-connected components:

- **Component 1:** Conduct an assessment of current and previous PCM and PMEAL approaches, methodologies and tools used by medica mondiale e.V. regional teams. This must be based on the above-mentioned STA and feminist principles, and will support us in identifying success and failures as well as strengths, weaknesses, opportunities and challenges in our partnerships, projects and programs
 - 1a. Define categories and further relevant factors for the assessment (such as challenges, opportunities, best practice) together with relevant stakeholders within mm (and with selected partner organizations) for analysis to ensure coherence and alignment.
 - 1b. Comprehensive internal review, capacity and needs assessment: Conduct an analysis of the current situation and needs within the IP department, the evaluation and quality department and our regional teams by using participatory methods.
 - 1c. This should be complimented with insights from partner organizations (POs), generated through innovative feminist participatory methods.
- **Component 2:** Collaborate with relevant actresses and actors to co-create a feminist framework that integrates key principles, approaches, and methodologies. This framework should be designed to guide the organization's work in alignment with feminist values and practices, ensuring inclusivity, power-sensitivity, and intersectionality (among others, see component 1a).
 - 2a. Facilitate workshops and consultations with *medica mondiale* staff and selected partner organizations with online participatory methods to gather insights and co-create a feminist framework for the PMEAL processes in the PCM. With the POs, participatory methods should be adapted to an online setting (methods such as Appreciative Inquiry or similar could be used, in case appropriate).
 - 2b. Development of options based on findings and application of component 1a-c.

- 2c. Perform an internal feedback loop with IP and relevant colleagues to co- creatively test proposed methods. 2dc. Develop a detailed concept and toolkit for a feminist PCM approach, including co-creative methods for intersectional and power-sensitive PMEAL.
- **Component 3:** Provide recommendations on how to integrate this framework into existing systems and processes at medica mondiale and with the POs. (incl. timeline, recommendations for the change management process within the organisation, monitoring and review loops), as well as accompany the implementation of this work for its first implementation phase.

3. Approach and methodology

In keeping with *medica mondiale's* feminist mission, the consultancy will be shaped by our guiding feminist principles, this will amongst other aspects manifest in the following:

- A sound awareness and acknowledgement of power dynamics that are inherent to knowledge itself and its creation, and therefore an openness and embracing of different forms and types of knowledge as well as of diverse ways and processes to acquire and transfer knowledge.
- A crucial flexibility that is indispensable when applying an intersectional, power-sensitive and co-creative lens, as well as the STA, throughout the process.

Methodology:

- Collaborate with key staff of medica mondiale and strategic partner organisations to gather input and feedback.
- Facilitate discussions to ensure the framework and toolbox are co-created and reflective of diverse and intersectional perspectives.
- Prepare a workshop product-tailored to the needs of the process, which reflects a co-creative interpretation of findings with the POs, if appropriate.
- Prepare a product/framework including recommendations for the implementation and continuous improvement of the feminist PCM approach for mm and mm's work in cooperation with the POs (component 3).

4. Organisation of the consultancy

The consultancy is expected to be carried out between June 2025 and April 2026. The implementing partners in-country are available for online workshops. The budget for the consultancy is 30.000 euros, including taxes in case applicable.

Roles and responsibilities:

- *medica mondiale's* Feminist Action manager (=consultancy manager) steers the overall consultancy process as well as the coordination of the collaboration with other mm staff members (e.g. a member of the quality and evaluation department) and partner representatives and serves as the primary contact person for the consultant(s).
- *medica mondiale's* consultancy manager compiles necessary overview data, briefs the consultancy team on the intervention and on practical issues such as logistics, and introduces the consultant(s) to the partners.

- A *medica mondiale* trauma adviser will provide orientation on incorporating STA in the process.
- A reference group composed of representatives of *medica mondiale*, the partner organisations and possibly representatives of women rights holders in the intervention advises and provides feedback on the inception report and the final product under 2c. Furthermore, they should be consulted in a co-creative and participatory process for data analysis (conceptualisation of the framework under 2b).

5. Deliverables

- Inception report
- 1a. Proposal which feminist categories for analysis for the assessment process
- 1b. Assessment report: assess existing status quo of the PCM/FPMEAL processes according to the feminist criteria, including challenges, gaps and opportunities
- 2a. Workshop product (not necessarily in a report format, depending on the feminist approach) including results of the consultations to gather insights
- 2b. Framework product outlining concept, principles, methods, and tools for feminist Monitoring and Project Cycle Management.
- 3. Feminist framework including guideline for internal use - suggestions for implementing the above mentioned concepts, principles, methods and tools, giving recommendations on how to implement the concept and toolkit in *medica mondiale*.
- Optional: policy brief suggestion for external communication (to be published on website etc.)

6. Proposed timeline

Consultancy phase	Time	Description of phase
Inception	June –July 2025	Kick Off meeting Desk analysis of relevant documentation, including STA-Training Elaboration of assessment matrix, process incl. tools and feedback loops (identification of critical points of approval/decision making with backing of Heads of IP and E&Q); submission and discussion of inception report
Data collection and analysis	July 2025 – August	Assessment (1b) Co-Creative data collection and preliminary analysis (2a)
Synthesis and report writing/ product development	September - October	Feedback loops with Reference Group Development of a concept and toolkit for a feminist PCM approach (2b+d) Preliminary findings sharing workshop with <i>medica mondiale</i> (2c)

		<p>Development of a feminist framework product including recommendations (3)</p> <p>Presentation and discussion of approved framework main findings, conclusions and recommendation to a wider (strategic level) circle of <i>medica mondiale</i> e.V.;</p> <p>Summaries</p>
Implementation phase of feminist PCM concept	November 2025 – April 2026	<p>Supporting partner organizations in applying the feminist PMEAL approach</p> <p>Monitoring and feedback processes to assess the implementation of developed methods and tools</p> <p>Adjusting and further developing PMEAL instruments based on practical experiences</p> <p>Documenting pilot phase results as a foundation for finalizing the framework</p>

7. Qualification

- You bring demonstrated experience in applying feminist guidelines and principles to projects and programs in international cooperation.
- You are familiar with the current debates on feminist practice in development cooperation, especially in all aspects of PCM, PMEAL and impact orientation.
- Proven experience in PMEAL methodology within the PCM process in international cooperation, with a particular focus on feminist human rights-based organizations.
- Experience in co-creation and with participatory workshop methods
- Experience in organizational development and in the facilitation of change processes.
- Demonstrated conceptual knowledge of feminist theory and praxis in the context of sexualised and gender-based violence and conflict related sexualised violence are an advantage.
- Assignment and products will be conducted in English, this requires a high proficiency of English. However, some participants to the process might not speak English, but French, so a certain proficiency in French is an asset.

How to apply:

Please send your expression of interest (*eoi*) with the subject line “Feminist PMEAL 2025” to sturan@medicamondiale.org (please send all documents as one PDF file with a maximum of 2 MB) until Mai 5th, 2025.

Any questions for clarification can be submitted via the above-mentioned email address.

Please note that only shortlisted candidates will be contacted after the closing date.

Interviews will take place online on Mai, 13th, 2025.

Offers shall be submitted in a pdf-document and contain the following:

- Date of offer submission (equal to email submission)
- Name of company and/or expert(s)
- Composition of proposed team including dedicated responsibilities of each expert
- Detailed CV of each team member
- Proposed methodology and timetable
- Complete and detailed budget breakdown including VAT (if applicable) and details to individual consulting fees per working day as well as additional cost; overall not exceeding 30,000 EURO.
- Two references per team member, incl. reference contact details and/or relevant work-samples (Links to publication of earlier conducted work in relation to feminist PCM and PMEAL, evaluations and such.)