



## Terms of Reference: WOMEN4GLOBALFUND POLICY ADVISOR

<b>Title:</b>	Women4GlobalFund (W4GF) POLICY ADVISOR
<b>Reports to:</b>	W4GF Global Coordinator
<b>Primary Function:</b>	To direct and lead W4GF policy related work
<b>Timeline</b>	April to December 2019
<b>Contract Type</b>	Up to two days per week
<b>Application Deadline</b>	Wednesday, March 13 <sup>th</sup> , 2019
<b>Duty Station</b>	Work remotely

*Applications from women living with HIV or women affected by TB are particularly welcome.*

### 1. BACKGROUND

Women4GlobalFund (W4GF) was founded in June 2013 and created by a coalition of individuals and organisations concerned that gender equality was not receiving sufficient attention at the time of substantial transitions within the Global Fund. AIDS Strategy, Advocacy and Policy (ASAP) kick started a process of mobilising women most affected by the three diseases, and other gender equality advocates, to actively engage in the Global Fund. More about our history is available [here](#)

Half a decade into its existence W4GF as a movement has seen transformation and growth through the extension of global partnerships. W4GF aims to support women and girls in all their diversity to access Global Fund resources for gender-sensitive and gender-transformative programmes addressing HIV, TB and malaria. Through leveraging Global Fund resources and processes more organisations led by gender equality advocates, in particular key affected women and girls, will receive adequate resources for scaling up quality programmes that will better meet their needs and rights and have an impact on HIV, TB and malaria (the three diseases).

**W4GF's vision** is to live in a world where women in all our diversity are respected as key partners in decision making around how resources are dedicated to achieving the greatest impact in programmes and health systems that meet the rights and needs of women and girls in all our diversity.

**W4GF's Mission** is to catalyse the power of women in all their diversity to advance gender equality through the Global Fund as one of the world's most important finance mechanism for the HIV, TB and malaria. W4GF is designed to empower women to participate in decision-making and influence global and national policy processes and ensures diverse voices influence how money is spent to achieve the greatest impact in communities.

W4GF is guided by **three objectives** to sustain a platform for women in all their diversity – working to strengthen existing connections and to expand the W4GF movement. The following key areas of work guide the W4GF Secretariat in its role to support women in implementing countries and strengthen focus on the Global Fund's policy to uphold human rights and achieve gender equality.



- **Objective 1:** To ensure Global Fund policy, processes and investment support the achievement of gender equality and human rights at all levels
- **Objective 2:** To support and strengthen strategic strategy and engagement of women and gender equality champions at national levels to influence the Global Fund at all levels
- **Objective 3:** To ensure accountability and critique of Global Fund investments. Supporting women in implementing countries to effectively influence national processes by tracking Global Fund supported programmes and services to inform stronger programming for women and adolescent girls and young women.

## 2. W4GF Overview

W4GF remains essential to the global landscape to address HIV, TB and malaria. At present W4GF remains the only network and space for women in all their diversity to convene and focus around gender equality and the Global Fund. Its need and relevance remain essential to women and gender equality advocates.

Now that the new [Global Fund Strategy \(2017-2022\)](#) Investing to End Epidemics is being implemented - W4GF advocates, (in all their diversity) have engaged at the national level and some have meaningfully participated in developing HIV, TB and malaria funding requests submitted to the Global Fund through windows 1,2 and 3.

W4GF has noted great improvement things are not yet ideal in most countries especially beyond the [13 priority countries](#) able to access catalytic funding. The Technical Review Panel (TRP) reviews on Windows 1 & 2 still show a lack of gender equality and human rights prioritisation in funding requests. For many women, especially those from key populations and adolescent girls and young women, the reality is that they continue to face barriers to meaningful participation.

As a financing institution without country presence, strategic partnerships and strong capacity of women in countries is critical to ensure impactful investment towards promoting and protecting human rights and gender equality. In addition, a coordinated body, such as W4GF, is essential to maintain focus and create a transparent accountability framework – to maximise complementarities and ensure greater impact for women and girls in all their diversity at the national level in Global Fund implemented programmes.

In March 2019, ViiV supported W4GF with a grant of £60 000 (US\$82 000) to create a process that allowed W4GF's global and national advocacy to be truly iterative and grounded in real-time trends and needs as conditions change in programmes being implemented with Global Fund resources. W4GF has developed a W4GF Accountability Toolkit for networks of women in all their diversity, to be implemented in three of the Global Fund's 13 priority countries for adolescent girls and young women. It supports women to: assess their own engagement and effectiveness as W4GF Advocates in Global Fund processes at the national level; effectively influence national processes by monitoring and tracking Global Fund supported programmes and services; and ensure that countries take the right steps towards achieving gender equality and to uphold human rights through Global Fund supported programmes and services.

## 3. W4GF Values and Principles

The W4GF Policy Advisory must commit to the following W4GF values that frame W4GF operations:



- **Accountability.** Respect due processes and transparency around how decisions are made and what informs our decisions to ensure that the use of resources serve the mandate of W4GF;
- **Women-centeredness.** Recognise unequal power relationships between women and men, and inform our advocacy with nuanced and critical analysis of issues through a gender lens;
- **Respecting Diversity and Fostering Solidarity.** Acknowledge diversity of women’s identities and lived realities. Celebrate our shared commitment to women’s empowerment and gender equality, and work to expand and strengthen leadership among women across ages and continents;
- **Collaboration and Partnership.** Work in open and inclusive ways with women-led and women-centred organisations, encourage leadership, while at the same time allow for different levels of participation;
- Commitment to **Gender Equity.** Work not just for equality between women and men, but also in recognition of men’s greater access to resources and decision-making, equitably allocating resources and decision-making spaces for women; and
- Commitment to **Gender-transformative Approaches.** Work to address gender inequality from its root causes through supporting, challenging and changing gender norms that create inequalities between women and men to promote positions of influence for women

The W4GF Policy Advisory must commit to the following W4GF Principles that frame W4GF operations:

- **Women’s rights are human rights.** The rights and needs of women are equally important as men’s. The human rights of all women are important, regardless of our health status, sexual orientation and gender identity, age, race, class, caste, work, lifestyle, and other statuses. W4GF will work to ensure that these principles are reflected in Global Fund and related decision-making;
- **Women have the legitimate right to equitably benefit from HIV, TB and malaria resources.** W4GF will work to ensure that resources are spent efficiently, effectively and with the right communities and reach women in all their diversity. In particular, W4GF will work to ensure that there are sufficient mechanisms, spaces and opportunities for women to participate and lead;
- **Women are agents of change.** Women are not merely beneficiaries or passive recipients of Global Fund programmes. Women have played, and will continue to play critical roles in advocacy and delivery of rights-based HIV, TB and malaria responses; and
- **Women are diverse.** As a community, women are not homogeneous and different communities of women face multiple layers of stigma and discrimination in their lives. W4GF will work to ensure that this principle is reflected the in the Global Fund and its policies and programmes respond to this diversity.



## 4. SCOPE OF THE WORK

### Duties and Responsibilities

The W4GF Policy Advisor will lead W4GFs work to ensure Global Fund policies, processes and investment support the achievement of gender equality and human rights at all levels. The W4GF Policy Advisor provide guidance and conduct W4GF's policy work related to the Global Fund, its policies and processes.

#### **Manage advocacy**

- Research, develop and/or present policy papers, and other knowledge-based tools around gender equity and/or equality and women's rights for discussion to influence/advance policy dialogue within the Global Fund.

#### **Lead policy dialogues with W4GF Advocates**

- Establish and lead online dialogues with W4GF Advocates and partners to advance Global Fund policy and build ownership around policy agendas and strategies that impact women through Global Fund policy and process.
- Manage social media platforms (such as facebook, website, whatsapp) that relate to advocacy.
- Provide ad hoc technical support and policy advice to W4GF Advocates as it is required as women participate in, convene, or lead Global Fund policy-related discussions at the national level.

#### **Strengthen W4GF's partnerships**

- Collaborate with relevant key partners across civil society including with women's networks; key affected and key population networks and with technical partners and agencies to support W4GF policy relating to the Global Fund.
- Develop extensive networks of stakeholders that share concern around: Global Fund policy on women; gender; diversity; sexual orientation and gender identity (SOGI) and adolescent girls and young women. This is with a view to share and expand knowledge, exchange views on existing Global Fund policy and thinking around direction.

#### **Represent W4GF in forums**

- Represents W4GF in any virtual or in-person meetings or advocacy for a.
- Participate in international, regional or national meetings and platforms to provide W4GF expertise on an W4GF Global Fund related advocacy.

#### **Lead Knowledge and learning initiatives**

- Contribute substantively to the knowledge management and development of Global Fund policy as it related to women in all our diversity
- Develop and maintain a roster of women and gender experts who can support W4GF with technical advice and national experience on Global Fund policy.
- Establish, manage and lead global and regional collaboration, support, and consultation around W4GF advocacy.

#### **Support resource mobilisation**

- Support the coordination and development of funding proposals as well as grant reporting and annual reporting



- Work with the other W4GF consultants to strengthen donor relationships
- Liaise with donors and W4GF supporters on relevant activities.

### ESSENTIAL: Core Competencies

- Strong ability to self-organise and work independently, remotely and remain flexible with worktimes.
- Strong ability to work fast to establish priorities and organise work elements in a crosscutting program.
- Excellent ability to communicate well and foster good spirits, build consensus amongst diverse groups of women and respect diversities: cultural, gender, religion, race, nationality, professional and age sensitivity and adaptability.
- Effective ability to establish and foster good relations with women and gender quality advocates
- Excellent oral and written communications skills with proven expertise to consolidate information from multiple sources and synthesise such information into coherent feedback.
- Excellent planning, goal-setting and prioritization skills with proven analytical and problem-solving skills.

### ESSENTIAL: Functional Competencies

- Familiarity with how the Global Fund works at the global and national level and substantive knowledge related to current Global Fund policies and practices.
- A solid understanding of challenges and concerns of women in all their diversity in community; civil society networks; or coalition settings.
- Proven track record of advocacy related work and ability to convey strategic thinking and policy guidance on behalf of women in all their diversity.
- Ability to leverage information technology, and virtual systems, for optimal work performance.

### Required Experience

- The successful candidate must unequivocally believe in the core values and principles of W4GF and be driven by our vision and mission and have worked substantively to advance the rights of ALL women. The candidate must demonstrate a passion for women's rights, engagement and social change. Beyond that, we are seeking a candidate that has proven experience and ability to lead and drive advocacy.
- University degree or five years equivalent of extensive development experience that combines policy analysis, dialogue and advocacy, capacity-building and knowledge management relating to gender equality/equity and women's empowerment.

### Language Requirements

- Fluency in English is essential
- Knowledge of the other UN official working language – especially French – is an asset.



## How to Apply

Please submit a current CV (with three references) and a one-page cover letter (font Calibri 11 or no more than 500 words) with your application. The email should have 'W4GF Policy Advisor Application' in the subject line. Your application should detail the following:

- experience, skills and approach to the position
- experience related to the Global Fund
- experience working with women and commitment to gender equality/equity
- Proven track record of advocacy related work
- If you have a daily rate, please note this in your cover letter.

**This is a part time post, for up to two days per week. Email this to [info@women4gf.org](mailto:info@women4gf.org) before Wednesday, March 13<sup>th</sup> 2019.**

*For more information, please contact Sophie Dilmitis, Global Coordinator, Women4GlobalFund (W4GF) – [sophie@women4gf.org](mailto:sophie@women4gf.org) [www.women4gf.org](http://www.women4gf.org) or <https://www.facebook.com/women4globalfund/> W4GF is a dynamic and global platform of women and gender equality advocates who share a deep commitment to ensure that Global Fund programmes are gender-transformative to meet the rights and specific priorities of women and girls in all our diversity.*