

CALL FOR SPECIALISTS AND TRAINERS

Title: MF Roster of Specialists and Trainers

Location: Remote and/or in MF focus countries on short to medium-term deployments, depending on specific assignments

Introduction

The Mukwege Foundation's programming to support and accompany survivors of CRSV is expanding, and thus we are adding additional capacity to our programme team. The Holistic Care (HC) thematic team at Mukwege Foundation's headquarters in The Hague, will be scaling up, to better support survivor-centred holistic care programmes and advocacy in conflict-affected contexts.

The Mukwege Foundation (MF) is currently supporting holistic-care programming in 5 countries, with requests for support, advocacy work and other punctual activities in different contexts and regions. The consequences of conflict-related sexual violence are diverse and require a comprehensive and holistic response. Thus, MF's needs for expertise related to its holistic-care programming are broad and they range from medical, psychological, judicial/legal and socio-economic expertise, to other technical skills including documentation, prevention, care quality assurance, case-management and monitoring & evaluation.

This is the first open call to join the Mukwege Foundation's roster of specialists and trainers. Rostered specialists and trainers may be called upon for punctual remote support, or short missions to support MF programmes in different conflict-affected countries around the world, related to survivor-centred holistic care for victims of sexual violence.

About Us

*The **Dr. Denis Mukwege Foundation** is an international human rights organisation working together with survivors of wartime sexual violence from around the world. Established in 2016, with headquarters in the Hague and Geneva, the Dr. Denis Mukwege Foundation supports survivors' demands for a world where sexual violence as a weapon of war is no longer tolerated, and bears consequences for individual perpetrators and states. We work for a future where survivors receive the holistic care & compensation, they need to rebuild their lives. We create opportunities for survivors to speak out and be heard, and where they can organise to create change, influence policies, and demand justice and accountability.*

We are working towards a future where sexual violence in conflict is no longer seen as inevitable but is recognised for what it is: a crime that should have consequences. We want the international community to draw a line against wartime sexual violence and to hold states and individuals accountable. See also www.mukwegefoundation.org.

Job Overview

In addition to its work connecting survivors in a global movement and supporting the work of national survivor networks, the Mukwege Foundation (MF) aims to increase access to quality holistic care for victims and survivors of conflict related sexual violence based on Panzi's holistic One-Stop-Centre (OSC) model of care. MF collaborates closely with its sister organisation in Democratic Republic of Congo (DRC): Panzi Foundation DRC, to roll out Panzi's holistic One-Stop-Centre (OSC) model of care in other conflict-affected countries. This international roll-out includes 1) capacity building efforts and knowledge exchange, 2) financial and other support to multisectoral actors for the provision of holistic care and 3) survivor-centred and survivor-informed advocacy on national, regional and international levels.

Some of the key work of the HC team at Mukwege Foundation includes:

- Engaging and consulting with survivors to develop holistic-care programmes and advocacy
- Scoping missions in countries as preparation for engagement on survivor-centred holistic care
- Evaluations and needs assessments at medical and psychosocial care structures
- Drafting reports and preparing related knowledge and advocacy tools
- Accompaniment of partners including civil-society actors, health and other structures, and survivor-led groups in ensuring holistic-care for victims and survivors of SGBV and CRSV specifically
- Training and capacity-building for professionals and other actors, together with experts from the Panzi Hospital and Panzi Foundation DRC
- Implementation of care service-delivery programs via partners and/or directly
- Measuring care quality and impact, with the objective of strengthening the quality of care for victims and survivors
- Advocating for holistic-care as a standard and norm with states, regional and international actors and forums.

The MF Roster of Specialists and Trainers will assemble professionals with particular expertise and proven experience in the fields listed below, according to the below requirements in support of different types of punctual support and specific short-term assignments.

These Specialists and Trainers will collaborate closely with MF team-members and Panzi experts and trainers, in the implementation of their specific assignment, if shortlisted then selected for a particular assignment.

In this round of the Call to join the MF Roster, open until May 31, 2023, 11.59pm CET, we are seeking the below specific profiles based on projected needs until the end of 2024.

We will review applications to the Roster on a rolling basis throughout the month of May and we will open another round to join the MF Roster of Specialists and Trainers before the end of 2023.

Types of specialist expertise required

- public health and specifically in health service/structure evaluation and care quality assurance
- sexual and reproductive health (SRH), including safe abortion policy and programmes

- adolescent SRH and other forms of engagement with youth and children on SRH and GBV prevention
- mental health and psychosocial support for victims of conflict and CRSV specifically
- trauma-informed care for vulnerable persons
- child protection and child-specific considerations in GBV and CRSV response
- medical-legal documentation of sexual violence and specifically of CRSV
- socio-economic reinsertion including cash assistance programmes
- communication for development and behaviour change communications
- curriculum development
- training of trainers and adult learning
- monitoring, evaluation, research and learning for development/humanitarian projects and contexts

Languages desired

- Amharic
- Arabic
- English
- French
- Kurdish
- Sango
- Spanish
- Tigrinya
- Ukrainian

Types of assignments possible

- Conduct hybrid/remote training or Training of Trainer (ToT) sessions in contexts like Burundi, Central African Republic, Colombia, Iraq, Ukraine or elsewhere based on existing tools
- Support in updating specific tools or materials or as part of a larger programme
- Support in conducting remote needs assessments, scoping and other action-oriented research
- In-person scoping, evaluation or training missions to MF focus countries
- Punctual support missions to MF programmes and sites for quality assurance or capacity-building of team-mates and partners
- Punctual remote support to revise or update specific toolkits
- Feasibility studies
- Impact assessments
- Development and monitoring of quality improvement plans in specific areas/contexts, based on needs or gaps analyses

Requirements

Please only respond to this Call if your profile fits one or more of the above expertise and language skills.

- Bachelor required; Master level qualification recommended or equivalency.
- Demonstrated work experience in similar contexts/environments.
- Passion for person-centred and survivor-centred holistic care approaches.
- Willingness to travel to conflict-affected contexts for deployments of a maximum of 3 months.

- Well-developed diplomatic skills (empathy, representation, negotiation).
- Flexible and proven ability to adapt and respond to changing environments and to constructively create opportunities for change through active participation.
- Strong communication and writing skills.

Diversity

The Mukwege Foundation is an international organisation with a diverse, international team and its main office in the Netherlands.

As the Mukwege Foundation, we believe in the value of a diverse (leadership) team. We believe that a diverse, equitable and inclusive workplace is essential to our work. We welcome people from all backgrounds, ethnicities, cultures, and experiences. It will be considered a plus if candidates can contribute to the diversity in our team.

This role is remote. Travel is required for specific assignments, but will be specified on a case by case basis.

How it works

Please respond to this call for the MF Roster of Specialists and Trainers by completing the linked online form by May 31st, 2023.

[CLICK HERE TO ACCESS THE FORM](#)

If your application is shortlisted, we will respond via email to confirm. Shortlisted candidates will participate in a brief written test which will be sent in an emailed link.

If you are successful in both the initial evaluation and the written test, we will confirm your inclusion on the roster via email.

Each time MF is in need of punctual support from a specialist or trainer, you will receive an open or targeted Call with the specific information on the assignment including the scope of work, timing, expected days of work and conditions.

To be considered for a particular assignment, rostered candidates will need to respond to the Call within 48 hours to confirm their interest.

Following which, you will be contacted by a member of the MF team for follow-up. All contracted specialists and trainers will sign and adhere to MF's code of conduct and safeguarding policies.

Kindly note that different assignments become available at different times, with specific requirements.

N.B.

MF expects to release a Call (for Trainers) to selected members of this Roster in June 2023 in support of its Ukraine programme.