

Terms of Reference (ToR)

HDIF Technical Support for Gender

Closing Date and Time for applications:
Friday 8th September 2017, 3:00 PM

1. About HDIF

The Human Development Innovation Fund (HDIF) is a five year, £30 million UK Government supported challenge fund for innovation to create social impact in education, health and water, sanitation and hygiene (WASH) across Tanzania.

The HDIF programme is designed to help to accelerate positive social change in human development by disrupting Tanzania's innovation environment. The Theory of Change suggests that a stream of funding for innovative ideas, approaches and solutions to human development challenges will promote their diffusion, leading to rapid improvements in basic services and better human development outcomes.

2. HDIF and Knowledge Management

A key component of the project is to generate and disseminate learning and engage policymakers, civil society and government in support of innovation in human development to strengthen the innovation ecosystem in Tanzania and beyond. HDIF's Knowledge Management Strategy outlines how knowledge and evidence from the programme will be packaged and disseminated to policy-makers and funders to support scale up and adoption of innovations and increase learning around innovation in human development. It focuses on three key knowledge themes; gender & innovation, scaling of digital technology, and the innovation ecosystem. These themes have been identified as priority areas by key stakeholders and are cross cutting themes occurring throughout the portfolio of innovations. Approach documents have been developed that outline how HDIF plans to leverage evidence and learnings from the HDIF portfolio around these themes.

3. The Gender Approach (GA)

The GA forms part of HDIF's knowledge management strategy. Through the GA, HDIF aims to improve outcomes for girls and women, and to promote gender equity¹ through bringing gender more purposefully into HDIF's internal operations, the innovations created by HDIF grantees, and the innovation ecosystem in the country.

Specifically, the GA will seek to:

1. Increase HDIF's own capacity to incorporate a gender dimension in its operations and into its engagements with grantees and partners.

¹ Gender equity moves beyond the goal of gender equality by intentionally leveraging opportunities and resources for girls and women in order to compensate for disadvantages girls and women typically face. HDIF seeks to promote positive outcomes as well as to promote the sense of personal agency that a girl or woman experiences - the ability to decide and control what happens to her, to be safe, and to pursue what she wants in life.

2. Increase the capacity of HDIF's grantees to create positive impact for women and girls, and gender relations; mitigate harm that is potentially created by innovations; support women innovators; and, design processes that engage women and girls fully in innovation.
3. Increase understanding about the relationship between gender and innovation and share these lessons with innovators, funders, and policy makers within and outside of Tanzania.

In the last 12 months HDIF has put significant effort into integrating a gender dimension to the programme, through adaption of internal systems and processes and through gathering insights and learnings from grantees and stakeholders to inform this work. We are in the process of incorporating these learnings into our Gender Approach with evidence and learnings from grantees to support that. We plan to disseminate to stakeholders through a series of inspirational learning events in October 2017.

4. What we are looking for

HDIF is seeking a dynamic Tanzanian to support the implementation of the GA and lead a programme of stakeholder engagement activities to share HDIF's evidence and learnings with policy makers, investors and other stakeholders. The focus will be: support dissemination of the strategy to share HDIF's learnings on G&I; convene stakeholders and partners, and facilitate discussions with them on the GA; gather information from grantees to inform development of a grantee training and toolkit; help synthesize and reflect on grantee/stakeholder experience on gender and innovation to inform future programming. This person will be an expert on issues around gender in Tanzania, with experience in or knowledge of innovation. They will be an excellent communicator and well networked with gender stakeholders, including policy makers, donors and implementing partners in Tanzania.

5. Selection Criteria

- Relevant University Degree (Gender, International Development, Social Sciences, Women's Studies, etc.).
- A minimum of 7 years of relevant practical experience in the field of gender or issues/programs directly related to gender. Experience in the field of innovation is desirable but non-essential.
- A good understanding of the gender and innovation context and relevant policies in Tanzania.
- Experience working with government institutions, policymakers, non-governmental organizations and other stakeholders supporting gender, inclusion and development work in Tanzania.
- Strong networking skills and demonstrated ability to bring diverse audiences together.
- Excellent command of English and Kiswahili for both oral and written communication.

6. Proposed stages and deliverables

Phase 1: September 2017 – February 2018

- Advise HDIF on the design and delivery of an inspirational learning event on International Day of the Girl event on 11th October and advise HDIF on relevant stakeholders and partners to engage
- Input on the development of appropriate knowledge products and strategies to disseminate learning and reach the intended audiences at this event and beyond
- Make recommendations on how best to engage diverse stakeholders in discussion about gender and inclusion in relation to innovation at October events and beyond
- Gather information from grantees on existing and potential gender-related activities to inform development of grantee training plan and toolkit
- Support the design and development of staff and grantee gender and inclusion training materials (working closely with the SPA and gender consultant) and support the team to implement gender training
- Participate with other key gender staff in continuous learning from grantees and other stakeholders about gender and innovation in Tanzania
- Other gender related tasks as agreed

Phase 2: March – August 2018

- Input on the design and delivery of grantee training for existing and new grantees to be conducted by April 2018
- Support HDIF to develop a strategy to grow its network and to convene relevant donors and policy makers to disseminate evidence and learning around gender and innovation
- Advise and support on ecosystem activities to showcase gender and generate excitement about gender + innovation
- Other gender related tasks as agreed

7. Level of effort

The maximum number of working days for this assignment is 50 days in a contract period running from September 2017 to August 2017. The main points of contact for this piece of work will be the Strategic Partnership Advisor, who will provide support and answer any questions or requests for additional information. Applicants should send a CV and cover letter electronically via email to: recruitments@hdif-tz.org by 3.00 pm on Friday 8th September 2017.