



AMAHORO HUMAN RESPECT

CALL FOR EXPRESSION OF INTEREST (EOI) TO HIRING CONSULTANT (S) OR FIRM TO DEVELOP REGRANTING FRAMEWORK UNDER FREE TO BE ME PROGRAM.

Applying period: 31st July to 3rd August

Scope: Develop a regranting framework

Duration: Thirty (30) days

Introduction



Amahoro Human Respect (AHR) is a non-governmental organization based in Kigali-Rwanda and registered under the Rwandan law with the registration number N0 438/RGB/NGO/LP/02/2019. AHR strive to promote human rights education through empowering underserved communities on human rights as well as building the capacity of decision maker to know and meeting their human rights obligations. AHR works to ensure Lesbians, Gay, Bisexual, Transgender and Intersex (LGBT+), teenage mothers, People Living with HIV, People who inject Drugs (PWID) and other vulnerable and marginalized groups can fully enjoy their rights as well as combating all forms of gender-based violence throughout the country.

Job context

Free to be Me program puts LGBTIQ+ people and their organizations in the driving seat. Local LGBTIQ+ organizations are best placed to indicate their needs, opportunities and risks. Enabling them to effectively lobby and advocate for their own rights, is our best chance to achieve long-lasting impact. This is what makes the program unique: it brings the principles of local ownership, gender equality, diversity, and inclusion into practice.

Amahoro Human Respect (AHR) has been contracted by Hivos as a host organization in Rwanda under the Free to Be Me program and will be embarking on re-granting of up to 15,000 euros to other LGBTIQ+ organization in Rwanda. We are seeking the services of an expert in grant making to develop a re-granting framework.

The program

Free to be me is an innovative program that builds and maintains a movement of self-confident and diverse LGBTIQ+ organizations and activists who advocate for their human and socio-economic rights.

For a more just, fair, dignified and prosperous society, all people should have equal rights, responsibilities and opportunities. Unfortunately, this is not the case for many lesbian, gay, bisexual, transgender, intersex and/or queer people (LGBTIQ+). They face violence and stigma

in almost all facets of their lives. For years, they have been targets of social exclusion and physical attacks exclusively due to their (perceived) sexual orientation, gender identity and expression, and sex characteristics (SOGIESC). Their issues are often overlooked and excluded from programs to reach the Sustainable Development Goals (SDGs). Although LGBTIQ+ movements have become stronger and better organized in the last decades, they still face stiff resistance. The rise of nationalist, right-wing and anti-rights ideologies, as well as weakening democratic structures, have put civic space for LGBTIQ+ organizations in a vulnerable position. Existing economic development programs are not reaching LGBTIQ+ people and communities adequately or equitably.

Job context

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Broad Objective

To develop a regranting framework that will enable Amahoro Human Respect (AHR) re-grant funds to other LGBTIQ+ organizations in Rwanda

Specific Objectives

1. To conduct research to determine examine existing frameworks and establish the best and most suitable framework to be implemented by Amahoro Human Respect (AHR)
2. To develop a context specific re-granting framework
3. To develop documents to support the re-granting of funds.
4. Present the framework and tools to Amahoro Human Respect (AHR) and train relevant staff on how to utilize the developed re-granting framework and documents

Milestones & Detailed Work Plan

Task & broad deliverables	Specific Outputs
Research	<ul style="list-style-type: none"> ▪ Liaise with Hivos program officer to better understand Hivos grant framework and minimum standards for financial management ▪ Contact other organizations currently undertaking re-granting under Hivos to inform them best approach to be implemented by Amahoro Human Respect. ▪ Conduct research on other existing grant

	frameworks implemented by other donors in East & South Africa
Develop a re-granting framework	<ul style="list-style-type: none"> ▪ Develop the first draft re-granting framework to be reviewed by Amahoro and approved by Hivos
Develop documents	<ul style="list-style-type: none"> ▪ Develop and share tools, documents and annexes to be utilized under the established localized re-granting framework
Train relevant staff	<ul style="list-style-type: none"> ▪ Train staff on the approved re-granting framework

Deliverables and Timelines

The required consultancy deliverables are;

- I. An approved localized and contextualized re-granting framework
- II. Tools, documents and annexes to be utilized under the established localized re-granting framework
- III. Trained staff who are familiar and they understand their roles and responsibilities under the established re-granting framework

The consultant will also be responsible for,

- I. Contacting the Hivos Free to Be Me program officer to obtain an in-depth understanding of the Hivos grant framework and minimum standards for financial management
- II. Drafting a re-granting framework to be reviewed by Amahoro and approved by Hivos
- III. Developing and sharing tools, documents and annexes to be utilized under the established localized re-granting framework
- IV. Training staff on the approved re-granting framework

Amahoro Human Respect will be responsible for,

- I. Holding an inception meeting with the consultant to provide background information to enable the consultant better understand the assignment and be equipped to deliver on the outcomes
- II. Availing all necessary project documents to the consultant
- III. Facilitating access to the key respondents this includes but is not limited to the Hivos Free to Be Me program officer
- IV. Reviewing the first draft re-granting framework and providing the consultant with specific and timely feedback
- V. Managing and supporting the consultant throughout the process

The assignment is anticipated to take a maximum of 30 days, specific timelines will be agreed upon with the successful consultant.

Skills and Qualifications of Consultant

Education

- Bachelor's degree in Social Sciences, Human Rights, Research, or related field

Required Experiences and Skills

- Minimum 5 to 7 years of progressively relevant professional working experience, in the field related to grant management, capacity strengthening, research with specific experience working with international development/donor organizations in West, East and Southern Africa or actual expertise in developing localized grant frameworks
- Good understanding of LGBTIQ+ community/movement in Africa
- Knowledge / understanding of the specific issues faced by lesbian women, bisexual people, gay men, transgender people and intersex people in Rwanda
- Proven research and report writing skills and facilitation/training experience
- High level of professionalism and ethics
- Fluency in English, in speech, writing and comprehension;
- Must be self-starter with excellent demonstrated teamwork skills

Application process and timeline

Interested consultants/firms must submit the following documents:

- CV of applicant with contact details for 3 referees; if applicant intends to work in a team, she/he/they should indicate all team members and attach CVs. Clearly highlight the team leader.
- Financial Proposal that indicates the all-inclusive fixed total contract price in francs

Want to apply?

Kindly send the above stated documents in one PDF document to amahorohumanrespect@gmail.com on or before 11.59 PM (CAT), 3rd August 2022.

Applications should be sent via email with the following subject heading: *Application for Re-granting Framework Consultant*

Interviews with the selected candidates will be conducted on a rolling basis. The successful candidates will start on the 8th of August 2022 or earlier if possible.

The applications submitted after deadline will not be considered.

Only shortlisted candidates will be contacted.

MWESIGYE Geoffrey

Executive Director

Amahoro Human Respect (AHR)