ToR_Trainer for Capacity Building Support to the MENA Women and Gender Constituency (MENA WGC)

Project: Women Taking the Lead

1. About elbarlament / Women Taking the Lead

Elbarlament is a peacebuilding and democracy support organisation focused on empowering women and youth. Its work centres on three thematic areas: Inclusive Political Participation; Women, Peace and Security (WPS); and the Gender–Climate–Security nexus. Through its projects, elbarlament supports public institutions and civil society actors in promoting peaceful coexistence, strengthening democratic practices, and developing integrated responses to climate-related challenges.

2. Background/Scope of the work

Elbarlament's new project with the Iraqi Ministry of Water Resources (MoWR) aims to strengthen women's leadership and participation in climate-resilient water governance in Iraq by combining individual leadership development with technical and institutional capacity building. It supports women in the Ministry of Water Resources through training on gender-responsive water governance and integrated water resources management (IWRM), while institutionalising leadership development through a standardised curriculum and internal Training-of-Trainers system within the Ministry's Training Centre and HR structures. A cross-institutional Women's Professional Network and mentoring system will connect women across the Ministries of Water Resources, Environment and Agriculture, fostering peer learning and collaboration on shared water and climate challenges. At the senior level, targeted engagement with decision-makers will strengthen gender-responsive leadership and contribute to an institutional roadmap and policy recommendations linking women's leadership with organisational change and climate–water governance.

4. Scope of Work

The Consultant will be responsible for designing and preparing the project activities and reach out to key stakeholders involved in the project:

- **Review and operationalise donor requirements**, including the contract, funding request procedures, financial and reporting obligations, controlling requirements, and donor templates/guidelines for reporting, communication and visibility.

- **Prepare the project management and financial framework**, including the initial financial plan, controlling checklist, implementation timeline and stakeholder engagement plan, and align these with donor requirements and project objectives.
- **Conduct an inception phase and stakeholder mapping**, identifying key counterparts within the MoWR, as well as relevant Ministries and other institutions.
- **Hold consultations with key stakeholders** to assess existing leadership development, training and mentoring structures, identify needs and priorities, and agree on the project's overall approach and sequencing.
- **Develop the detailed activity plan and implementation roadmap** for the leadership programme, technical training, Women's Professional Network, mentoring system and senior-level engagement.
- **Design the content and methodology for the first project activities**, including the leadership training, stakeholder engagement formats and initial networking activities, ensuring alignment with gender-responsive water governance, climate resilience and IWRM.
- **Prepare the institutionalisation approach**, including initial discussions with the MoWR Training Centre and HR structures on the development of a standardised curriculum, Training-of-Trainers system and mechanisms for integrating the programme into existing Ministry structures.

5. Qualifications and Experience

The consultant should have:

- Strong experience in gender equality, women's participation, water governance and the gender–climate–peace and security nexus.
- University degree (MA, Diplom, Magister or equivalent qualification; alternatively, a BA degree plus 5 years' professional experience)
- Proven experience in managing projects in the field of democracy promotion and peace-building, particularly projects relating to climate and water governance, gender equality, capacity-building for state institutions, and leadership development for women
- Excellent communication skills in English and Arabic. A basic knowledge of German is desirable
- Good knowledge of the political and social conditions in Iraq

6. Duration

The consultancy will take place from 1 to 30 November 2026, with a minimum of 5 and a maximum of 10 consultancy days during this period.

7. How to Apply

Interested candidates are invited to submit a complete application package in one PDF file no later than **31 October 2026**. The application package should include:

- A **technical offer** consisting of an updated CV and a brief description of the proposed approach to delivering the assignment.
- A **financial offer** indicating the expected **daily professional fee**, inclusive of all applicable taxes.

Applications should be sent to: **eckart@elbarlament.org**