

Terms of Reference (ToR):

Development of a methodological tool for working with men in positions of political power to advance gender justice (for national, regional and global levels)

MenEngage Global Alliance seeks a medium term consultant to develop a methodology for working with men in positions of power, building off of the initiatives and expertise of Alliance members and informed by the network's mission, vision and politics.

About MenEngage Alliance

MenEngage Alliance is an international civil society network working to transform masculinities and engaging men and boys to advance women's rights and gender justice for all. The Alliance consists of more than 1000 member organizations across more than 90 countries, working together through country, regional, and global networks. Through its advocacy, networks-building and communications work, the Alliance plays a pivotal role in shaping the international agenda on work with men and boys from a feminist perspective.

MenEngage Global Alliance is registered as a 501(c)3 non-profit organisation in the USA. Its Global Secretariat (GS) runs the daily operations of the Alliance at the global level. The GS currently has a diverse multicultural staff team of 10+ individuals working decentralized across time-zones from their home-based offices in countries across the world.

About the Assignment

A practical methodological approach will be developed which guides users through a transformative process to work with male power holders moving from key dimensions of transformation, such as the personal, to the political to the power dimensions (TBD). Guidance and key considerations, as well as case studies and/or promising practices, will inform each of the sections, to facilitate easy adaptability and contextualization without being overly prescriptive or pre-defined in terms of a step by step facilitators manual. The methodology will be test piloted and inputs will be gathered to update the tool before finalizing it. The aim is to produce a document that can support MenEngage Alliance members, and other partners and stakeholders, in working with men in positions of power from national to regional to global level, in all areas of politics and diplomacy. The focused audience for this resource will include: a) parliaments; b) ministries; c) permanent missions in intergovernmental (UN) processes; d) embassies; e) heads of state; f) ministers.

The consultant, supported by the Advocacy Manager and Global Secretariat, will lead a consultative process to gather inputs from Alliance members, partners and other stakeholders on key strategies, challenges and principles for working with men in positions of power at all levels. The consultancy includes carrying out desk reviews of manuals, research, initiatives and interventions to work with men in positions of power.

Roles and responsibilities

The consultant(s) will undertake the following tasks:

- **Literature Review:** Conduct a comprehensive review of existing frameworks, tools, research and best practices related to engaging men in positions of power for gender equality. This includes an analysis of MenEngage Alliance's members work on these topics, as well as those of external partners and stakeholders.
- **Stakeholder Consultations (3):** Engage with key stakeholders, including members of MenEngage Alliance, feminist organizations, and representatives from institutions where men hold political power, to gather insights and contextual understanding.
- **Methodology Development:** Based on the literature review and consultations, design a simple transformative methodology that includes:
 - **Defining conceptual Issues**
 - **Identifying transversal key approaches**
 - **Development of implementation guidelines to put the methodology into practice**
 - **Recommendations for measuring impact, monitoring and evaluation**
- **Pilot Testing:** Implement the developed methodology in selected context to assess its effectiveness and gather feedback for refinement.
- **Final Product:** Integrate all inputs into final methodology and guidelines for implementation.

Deliverables

- Desk review comprehensive literature review document.
- Documentation of stakeholder consultations, including key insights and recommendations.
- A pilot testing report with analysis and recommendations.
- The developed methodology and implementation guidelines.

Duration

The consultant is responsible for developing a proposal, including the duration of the assignment, to be approved by MenEngage Alliance.

Required Expertise

The consultant(s) should possess:

- Proven experience in gender studies, particularly in masculinities and engaging men in gender justice.
- Demonstrated expertise in developing training methodologies and materials.
- Strong facilitation and stakeholder engagement skills.
- Familiarity with the work and principles of MenEngage Alliance and feminist, LGBTIQ and other social justice movements and networks.

Application Process

Interested candidates are invited to submit:

- A cover letter detailing their relevant experience and approach to the consultancy.
- CV(s) of the consultant(s), highlighting relevant qualifications and experience.

Applicants should fill [this form](#) by **May 31st, 2025**.

Applications will be reviewed on a rolling basis.