

Request for Proposals (RFP)

Seeking a consultant to lead the development of a resource/tool to support a global portfolio of partners to design and adapt inclusive sport and play-based youth programming

About Women Win

Founded in 2007, Women Win (WW) is a global multi-dimensional women's fund guided by the vision of a future where every girl and woman* exercises their rights. With a global team based largely in the Netherlands, WW collaborates with diverse partners to increase the assets, access, voice, and agency of women and girls around the world. Our programmatic work is distributed across three "Brands" which all serve WW's overall vision, but each with their own unique mission:

- **GRLS:** Advance the playing field that progresses gender equity in sport & through play;
- **Win-Win Strategies:** Connect the power of business with the deep assets of women's funds and organisations to economically empower women;
- **Advisory Services:** Champion innovative funding strategies that channel resources to local human & gender rights activists, organisations & movements.

WW's work is also supported by:

- a world-class **Finance and Operations** team;
- the **'Learn'** team which drives learning, innovation and knowledge management;
- the **'Influence'** team which focuses on resource mobilisation, thought leadership and communications coordination across the organisation.

Our Strategy

Women Win delivers on its vision and programmatic missions through two strategic pillars: *Influence* and *Implement*. The Implement team puts women and girl-centred design at the heart of its programmes, creates innovative products and services, and works with a network of implementing partners to deliver and measure impact. The Influence team engages diverse stakeholders in dialogue to make the case for impactful new strategies, while building bridges across sectors and raising funds for innovative initiatives.

Aiming to become an agile organisation, Women Win has recently implemented a more team-based approach that focuses on strategic priorities and considers aligned and cohesive "Work Streams" that collectively manage and deliver on clusters of grants. Also, Special Projects teams have been created to deliver on key strategic priorities that support innovation, enable organisation growth and ensure excellence.

Background

In particular, the Girls Rights & Sports (GR&S) Work Stream manages and supports a large global portfolio of implementing partners (IPs) to deliver girls' sports and rights programming with quality. One of our key global initiatives within GR&S is the [Goal Programme](#) (Goal). Goal is the flagship education programme within Futuremakers by Standard Chartered, the Bank's global initiative to tackle inequality and promote economic inclusion. The programme uses the fundamental building block approach that supports adolescent girls in reflecting and exploring themselves and their goals, understanding their sexual and reproductive health and rights, and engaging in conversations on gender-based violence. Equipped with these life skills and knowledge, girls conclude the programme by learning about financial literacy. Throughout, they engage in regular weekly sport sessions where the lessons are reinforced through play-based methodology. Between 2006 and 2021, the programme has reached more than 698,782 girls and young women. Its aim is to reach 1 million girls between 2006 and 2023.

The Assignment

Goal is implemented in 23 countries through IPs; community-based organisations that directly implement Goal in their local communities. In order to deliver the programme, IPs recruit and engage with female coaches locally who facilitate the life skills and sports sessions on a weekly basis. Through conversations with the IPs, the need for a strategy and guidance around engaging adolescent girls and young women who are living with disabilities has been identified as a priority. Women Win wants to create a Goal Adaptive Programming (*name to be determined*) resource that includes best practices and approaches to inclusive programming. We envision this as a resource for partners to use as a guide for adapting their current programming or informing new programme development.

Outcomes

Women Win is looking for a consultant who will support with the development of the Goal Adaptive Programming resource. This will include: researching the contexts of the Goal IPs, identifying best practices in adaptive programming, and designing and developing the final resource. The consultant will work alongside Women Win's Learning and Resource Development (LRD) lead from the GR&S work stream, who will be supporting on content development and curation.

Estimated days:

- Introductory meetings and desk review of existing research and content: approx 3 days
- Additional research on best practices and IP contexts: approx 5-10 days
- Creation of resource draft: approx 5-10 days
- Sharing resource for feedback from WW and IPs: approx 5 days
- Editing, incorporating feedback and finalizing document: approx 5 days

Technical Requirements

The consultant should have expertise in the following areas:

Research. You will be tasked with compiling existing research as well as conducting new research on the contexts in which the Goal IPs work as well as best practices for adaptive programming. This can include conducting interviews with IPs or other partners with relevant experience.

Resource and tool creation. You should be able to interpret the research and identify the type of resource or tool that would be most impactful for the IPs. Previous experience with creating and designing sport for development or play-based programme tools and resources is desirable.

User-centred design and design thinking knowledge. You are able to put yourself in the shoes of our audience and understand what is needed and the context in which they need it.

Qualities & Skills Requirements

- Knowledge about adaptive sport or play-based programming
- Experience with tool and resource creation
- Experience with play-based activities, sport for development, or girls' rights organisations a plus
- Experience with programmes that engage youth living with disabilities a plus
- Able to visualise complex ideas simply
- Design skills
- Project Management skills
- Analytical, organised and structured
- Keen eye for detail
- English fluency required; other languages are a plus
- Experience working internationally and in multicultural environments
- Self-starter with the ability to work in a fast-paced environment
- Committed to the rights of women and girls

Next Steps

Please submit a commercial proposal (no more than 3 pages) with a budget based on your daily rates as well as the resume of the (lead) consultant. Please also include examples of similar work or projects that you and/or your team has conducted.

Please take into consideration that Women Win is a small non-profit organisation in the cost structure of your proposal. The timeframe expected for the completion of this project is September to December depending on the proposed plan.

Key activities for the RFP process are outlined below. Women Win is committed to meeting this schedule, but reserves the right to change these dates at our sole discretion and convenience, without liability. Any date changes will be communicated to all RFP applicants.

Milestone	Date
RFP submission	7 October
Invitation to Interview	7 October
Interviews	10 October – 14 October
Winning bid notified	17 October
Initial project implementation	17 October (week of)
Estimated Project End	January

Important Notes

Women, BIPOC, LGBTIQ+ folks and other underrepresented groups are strongly encouraged to apply!

This call is open to consultants/freelancers globally. If based in the Netherlands, consultants/freelancers must have permission to work in The Netherlands (e.g. registered agency, *zelfstandige zonder personeel* (ZZP), etc.). Women Win cannot procure a working permit for prospective applicants.

Please contact us if you need more information and submit proposals to the contact below.

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