

Terms of Reference – Climate x Gender Justice Landscape Analysis

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 and head office 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;
- [Ignita](#): 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, partnerships and communications.

Background

As a key part of our 2022-2025 strategy, Women Win is now in the beginning phases of the development of a unique climate justice approach. We know that climate change and subsequent damage to water, land and clean air impacts girls and women disproportionately. The increased severity of climate change is increasing the chance of conflict and gender-based violence, further undermining investments in human capital, with adolescent girls disproportionately affected. Though there are many players in this space, becoming part of the global effort is essential to not just ensure that we can continue to progress on our vision and missions, but to ensure that the work that we achieved over the last 15 years is not erased. Thus, Women Win is interested in conducting a Landscape Analysis and Gap Assessment, based largely on existing data and expertise, to assess the gaps and opportunities at the intersection of the climate justice and gender justice movements.

Responsibilities

Within this context, WW is seeking to secure a qualified individual consultant or a team/collective of individuals or an organisation who meet the requirements of this opportunity. The responsibilities within this consultancy range from basic desk research and data synthesis to complex analysis and framing. We envision the following 2 Phases to guide our overall approach.

Phase 1: Global Landscape Analysis & Gap Assessment

- Review of existing qualitative and quantitative data available online
- Conduct a stakeholder analysis and create a stakeholder map illustrating key funds, donors and implementers in this space
- Hold additional meetings or conduct interview with important stakeholders, as agreed with Women Win
- Based on experience and research, identify other strategies, programmes, and approaches, which are relevant to the development of Women Win's climate justice strategy

- Undertake a thorough benchmarking and create a Gap Assessment in global climate justice and gender justice movements

Phase 2: Recommendations & Roadmap

- Collate all analysis into a Report
- Identify high impact organisational strategies to advance this space, e.g. as a women's fund what is the best way for Women Win to contribute?
- Develop recommendations to the strategy based on streamlining priorities and outcomes from Phase 1

Key Deliverable

A report summarising key findings from landscape analysis, benchmarking, and gap assessment, including a final set of recommendations and suggested 'roadmap' for a way forward.

Knowledge and Skills

- Demonstrated experience working in the climate justice/action sector
- Experience and knowledge of the feminist fund space, with a deep understanding of key stakeholders
- Knowledge of the sports for development sector is a plus
- Strong analytical skills combined with the ability to synthesise findings to a wide audience
- Ability to translate data and theoretical concepts into practical recommendations
- Fluent in English (required), with excellent English writing skills
- Demonstrated ability to facilitate workshops and meetings for diverse audiences
- Ability to work independently and with a global team
- Cultural awareness and have the ability to work well in an international environment with people from diverse backgrounds and cultures
- Sound project management skills and strong ability to meet deadlines and deliverables
- Technologically savvy with strong computer literacy. Design skills would be an asset.

Terms of the Consultancy

Duration and period: This project will be carried out over a period of approximately 3 months (October–December 2023). Depending on experience and proposed approach, Women Win is flexible with budget and estimated number of days.

Location: Remote. Candidate/team is expected to be available for calls during CET hours.

Travel: No travel is required for this assignment.

Status: Applicants based in The Netherlands must be registered with the Dutch KvK (Kamer van Koophander) and have the necessary authorisation to work as an independent contractor.

How to Apply

Interested candidates are encouraged to apply as soon as possible, no later than 6 October 2023. Please submit the following to learn@womenwin.org with “Climate x Gender Justice Landscape Analysis” in the subject line:

- Expression of Interest including a proposed approach for key deliverables as well as expected number of days required, fees and availability to start. Please take into consideration that Women Win is a small non-profit organisation in the cost structure of your proposal
- Resume(s) in English outlining how your knowledge, experience and skills will enable you to deliver on this TOR.
- Examples of 1-2 final deliverables that you have produced in the past that demonstrates your writing, organisation and ability to convey complex thoughts in a succinct, professional way.

Women Win strives to be a diverse and inclusive organisation. For us, this translates to creating an environment where everyone can bring their authentic selves to work and make it easy for others to do the same. We encourage applications with diverse backgrounds and experiences to apply.