



Badili Africa
YWCA Parkview Flats, 2nd floor,
Mamlaka Road,
P.O Box 86197-00200,
Nairobi, Kenya.
www.badiliafrica.org
info@badiliafrica.org

TERMS OF REFERENCE / EXPRESSION OF INTEREST

Consultancy Opportunity

I. General Information

Title of Consultancy: Consultancy to Develop a Feminist GBV Prevention, Response, Referral and Protection Guideline for Young Women, Feminist Organizations and Community Networks

Contract: Individual Consultant(s) or Firm

Duration: 1 Month

Supervisor: Programs Coordinator

Closing Date: 30th of June, 2026

II. About Badili Africa

Badili Africa is a Pan-African women's rights organization redefining leadership and civic participation by centering the agency of grassroots women and young people who are routinely excluded from decision-making. Founded in 2015 and operational since 2018, Badili works primarily with young women aged 16-30 in tertiary institutions, informal and rural settlements, and chama women (grassroots women organized in merry-go-rounds and informal collectives) who anchor socio-economic and solidarity networks in their communities.

We work at the intersection of civic participation, technology, and movement building, transforming everyday and often overlooked spaces - chamas, salons, campuses, informal collectives, and digital platforms - into sites of civic learning, accountability, and resistance to all forms of violence. Our established networks span Nairobi, Kiambu, Kajiado, Nakuru, Kisumu, Machakos, and Kisii Counties, with direct reach to over 10,000 grassroots women through 600+ chama groups and a curated network of 100 trained digital influencers and campus organizers.

III. Background

Gender-Based Violence (GBV) in Kenya is not only a social or public health concern, but it is a structural and political tool that systematically excludes women, particularly young women, from leadership and public participation. The FemiRise Project is grounded in this understanding. It responds to rising cases of femicide, digital violence, and electoral-related GBV targeting young women across campuses and grassroots communities. Evidence shows that violence, ranging from



cyber harassment to physical intimidation, is deliberately used to silence women's leadership and civic engagement.

While feminist organizations and grassroots actors continue to respond, their efforts remain fragmented, under-resourced, and disconnected across spaces such as universities and community-based structures like chamas.

FemiRise seeks to build the connective infrastructure of a feminist movement by linking:

- Campus-based feminist organizing
- Grassroots chama networks
- Digital activism and storytelling
- Electoral safety and GBV response mechanisms

Purpose of the consultancy

Badili Africa seeks an experienced consultant to support the development of a Feminist GBV Prevention, Response, and Referral Guideline to strengthen coordinated, survivor-centered prevention and response to GBV among young women, feminist organizations, student leaders, women's chamas, and duty bearers.

Objectives

The consultant will contribute to achieving the following:

- Review relevant GBV policies, frameworks, and best practices to guide the development of the guideline.
- Engage and consult key stakeholders, including feminist organizations, student leaders, and women's chamas, on existing GBV risks, response practices, and referral mechanisms.
- Assess existing GBV response and referral systems.
- Co-design and develop a feminist GBV prevention, response, referral, and protection guideline.
- Facilitate validation of the draft guideline with stakeholders (feminist organizations, student leaders, and women's chamas).
- Incorporate feedback and finalize the guideline.

IV. Responsibilities



- Develop an inception plan and methodology for the assignment.
- Co-design and draft the Feminist GBV Prevention, Response, Referral, and Protection Guidelines.
- Facilitate stakeholder review and validation of the draft guidelines to gather feedback and ensure relevance and usability.
- Incorporate feedback and produce the final guideline.

V. DELIVERABLES

- Inception report.
- Draft Guidelines.
- Final Feminist GBV Prevention, Response, Referral, and Protection Guideline (co-created, validated, and print-ready).
- Final consultancy report - outcomes, challenges, lessons learned, and scaling recommendations.

VI. Timeline

The consultancy will run for one month, aligned with the project implementation cycle. Specific engagement timelines and activity schedules will be agreed upon during the inception phase. The consultant will be required to be available for all key engagements, including planning, stakeholder consultations, co-design workshops, guideline development, validation, and finalization across Nairobi and Nakuru Counties.

VII. Qualifications and Key Competencies

Essential Experience

- A specialist with an advanced degree in a relevant field, including gender studies, social sciences, public health, law, or development studies.
- At least 5–7 years of experience in GBV programming, policy development, or related areas.
- Proven experience in developing GBV guidelines, toolkits, or similar frameworks for low-literacy and multilingual audiences.
- Strong understanding of survivor-centered and feminist approaches to GBV response.
- Knowledge of GBV policy, legal, and service delivery systems in Kenya.
- Experience working with youth-led, feminist, and community-based organizations.



- Strong facilitation, research, analysis, and report-writing skills, with the ability to engage diverse stakeholders and produce high-quality deliverables.

Skills and Competencies

- Demonstrated expertise in feminist and survivor-centered GBV programming with excellent facilitation and stakeholder engagement skills.
- Strong research, analytical, and report-writing skills for the development of policy and guidance documents.
- Strong communication and interpersonal skills.
- Familiarity with Kenya's electoral and political context, including gendered political violence.
- Ability to translate complex technical concepts into simple, accessible, and practical content
- Understanding of digital information ecosystems, including technology-facilitated GBV and online harms.
- Strong documentation, analytical, and report-writing skills in English and Kiswahili.
- Fluency in English, Kiswahili, Sheng, and the local language; competency for the target areas and groups is an added advantage.

Mandatory Requirements

- Tax compliance - **MUST** hold a valid Kenya Revenue Authority (KRA) tax registration certificate.
- Written disclosure of any familial, personal, or professional relationship with Badili Africa staff.

VIII. Submission of Application

Badili Africa is an equal-opportunity employer. All qualified applicants will receive consideration without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or any other characteristic protected by law.

Interested applicants should submit the following in a single document to info@badiliafrica.org by **30th June 2026**:

- A current CV or organizational profile and a cover letter outlining relevant experience and approach to this consultancy in one PDF file.
- A technical proposal (maximum 5 pages) detailing understanding of the assignment, proposed methodology, and work plan.
- A financial proposal detailing the consultancy fee structure.



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- Two references from previous, relevant assignments.

IX. Terms of Service

This is a non-staff contract under the individual-contractor hiring modality at Badili Africa. The incumbent shall not be considered staff of Badili Africa and is therefore not entitled to any privileges, special status, or conditions as Badili Africa staff.

The Service Provider must disclose in writing any relationship (familial, personal, or professional) with Badili Africa staff. Canvassing or undisclosed conflicts will lead to disqualification or contract termination