



## Terms of reference

<b>Position:</b>	NATIONAL CONSULTANT to produce Covid -19 Response Resource kit for first line service providers on violence Victims with Disabilities, roma and LGBTI community.
<b>Project:</b>	Empowering women with disabilities, Roma women and women from LGBTI community to report violence and have access to available services and resources; and increasing capacities of service providers to respond to the specific situation and needs of women from these communities.
<b>Reports to:</b>	ADRF Coordinator
<b>Status of Employment:</b>	Temporary Contract
<b>Contract period:</b>	15 September 2020–30 October 2020
<b>Expected working day:</b>	18 working days

## Summary

Albanian Disability Rights Foundation (ADRF) in partnership with Roma Women Rights Center (RWRC) and the Alliance against Discrimination of LGBT (LGBT Alliance), under the program of ENDING VIOLENCE AGAINST WOMEN IN THE WESTERN BALKANS AND TURKEY-“IMPLEMENTING NORMS, CHANGING MINDS”, FUNDED BY THE EUROPEAN COMMISSION AND IMPLEMENTED BY UN WOMEN (EVAW REGIONAL PROGRAMME), is implementing the project *Promoting the right of women from disadvantaged groups to receive information about, and access, services available for women survivors of all forms of violence and discrimination. The project aims to empower women and girls in the regions of Korca, Fieri, Lezha, Durres who have experienced or are at risk of experiencing discrimination or violence, to access quality services available for survivors. To this aim, ADRF and its partners will: (i) provide accessible information to women with disabilities, Roma and Egyptian women and women from the LGBT community, as well as other groups about services available in their areas as well as their right to access services (alternative formats will be prepared for women from different disability communities, including blind, deaf and women with learning disabilities);(ii)Involve and increase capacities of women organizations and organizations focused on minority and disadvantaged groups to inform and facilitate access of the communities they*



work with to the multiple services available for women survivors of violence; (iii) raise awareness and increase capacities of public service providers about their obligations stemming from the international and national legislation to: a) provide adequate and timely information on available support services and legal measures to women survivors of gender-based violence; and b) ensure access to these services for all women survivors of gender-based violence, focusing on removing existing barriers for women with disabilities as well as women from the Roma, Egyptian and LGBT communities.

*Under this grant, ADRF is planning to produce Covid-19 Response Resource Kit for first line service providers and all relevant stakeholders on Violence Victims with Disabilities, roma and LGBTI community. The goal of this toolkit will be to support domestic violence service providers on delivering gender-based violence services and information during a pandemic, and how to ensure risk mitigation for Victims of violence belonging to vulnerable groups, including women with disabilities, roma and LGBTI community.*

ADRF is seeking to hire a national consultant to produce the Covid -19 Resource kit for first line service providers on Violence Victims with Disabilities, roma and LGBTI community

### **Scope of the assignment**

A National Consultant will be responsible to facilitate preparation of the Covid -19 Resource kit for first line service providers on Violence Victims with Disabilities, roma and LGBTI community.

The pandemic situation showed that local government institutions are ill prepared to respond in an effective and quick manner to the situation created by an emergency. Women from vulnerable groups are even more exposed to this inability and often suffer additionally due to their pre-existing disadvantages. Therefore, a response resource kit for COVID-19 and other emergency situation will be prepared to help first line service providers as well as representatives of local institutions members of the referral mechanisms against gender-based violence. A wide variety of people and organizations in humanitarian contexts provide help to GBV survivors, including social and community workers and volunteers, community- and clinic-based health workers, police officers, lawyers and paralegals, and teachers, among others. This resource will be developed for staff of organizations that provide care, support, and protection services to GBV survivors in humanitarian settings, including social work-informed case management and psychosocial support. While it is largely focused on the case management process, there will be sections that will be helpful for organizations or community groups not implementing a comprehensive case management programme (e.g. health providers, legal service providers, women's organizations, and community support groups) but who are key providers of specialized support to GBV survivors. The consultant will work closely with the project coordinator and the local facilitators selected for this process from the other two partnering organizations, Roma Women Rights Center (RWRC) and the Alliance against Discrimination of LGBT (LGBT Alliance)

### **Reporting**

The Consultant will reports to ADRF Coordinator.



## Competencies

To successfully accomplish this work, an individual should be able to accomplish any task as above mentioned in a satisfactory way. The requirements listed below represent the knowledge and skills required to apply for this vacancy.

### Core Competencies:

- Demonstrates integrity by modeling values and ethical standards;
- Commitment to ADRF mission, vision and values;
- Sensitivity to cultural, gender, religion, race, nationality and age diversities.

### Functional competencies:

- Ability to work with women from vulnerable groups (Women with disabilities, women from LGBTI, Roma and Egyptian community) and families in a highly respectful, sensitive and ethical manner;
- Ability to facilitate, consult and negotiate with a broad range of stakeholders and other people;
- Strong inter-personal and communication (oral and written) skills, efficiency in multi-cultural environment;
- Ability to work and adapt to a dynamic working environment, judgment, results-orientation, and ability to perform under pressure.
- Previous experience of preparation of manuals, guides, research and studies.

## Required skills and experience

### Academic qualifications:

- Master degree in Social, Psychology, Health, Legal, Educational Studies or very similar;
- 7 or more years of research working experience, and experience of working in the area of disability is an asset.

### Relevant experience

- Proven experience in the past and actual working environment;
- Experience of working in the disability field;
- Very good writing and communication skills in both Albanian and English language;
- Previous experience in the similar research and studies;
- Very good computer typing skills.

## Application procedure:

Questions/requests should be made to the following ADRF e-mail address: [adrf@albmail.com](mailto:adrf@albmail.com);

**The deadline for submission of applications is September 5, 2020, Hrs. 17:00.** Applications should be sent in a sealed envelope or can be sent by e-mail to the following addresses:

**Fondacioni Shqiptar për të Drejtat e Personave me Aftësi të Kufizuara,**

**Rruga Bogdani, Nr 1. Tirane**

E-mail: [adrf@albmail.com](mailto:adrf@albmail.com)

[www.adrf.al](http://www.adrf.al)