Background

1. About Restless Development
Restless Development is a non-profit global agency. We support the collective power of young leaders to create a better world. We are independently registered and governed in nine countries (India, Nepal, Sierra Leone, Tanzania, Uganda, UK, USA, Zambia and Zimbabwe) bound together by our vision for youth power. We run youth-led programmes to tackle the issues that young people care about the most. We also run the Youth Collective - a growing network of close to 4000 local youth civil society groups and organisations in 185 countries. We are committed to creating an agency that walks the talk on power shifting, using the power shifting checklist, both internally and externally.

2. About We Lead
We lead is an inspiring, innovative and far-reaching programme that aims to improve the Sexual Reproductive Health and Rights (SRH-R) of young women. The We Lead consortium consists of six civil society organisations (Positive Vibes, Restless Development, Marsa, FEMNET, the Central American Women's Fund and Hivos) and the Dutch Ministry of Foreign Affairs. Hivos is the lead party. The programme supports young women's groups and organisations. We connect them with one another in local Communities of Action (CoAs), support and coach them, so that they are better able to advocate for, claim, protect and promote their SRH-R.

As a core member of the consortium, Restless Development offers expertise to organisations and young rightsholders through its core training on leadership development, youth-led research, youth-led accountability, meaningful youth engagement, organisational resilience, and dynamic accountability, which the programme applies to ensure rightsholders' voices in decision-making. As we complete the second year of programme implementation, we want to take stock of the powershifting model of the We lead programme and the key learnings emerging from the delivery of the model.

3. Overall Purpose of the Assignment
To work with We Lead programme teams to document the We Lead powershifting model, learnings and recommendations on how we can proactively shift power within our programmes.

4. Methodology
The consultant is expected to adopt a mixed method approach including but not limited to the following 1) desk-based review of programme documents, 2) interviews with key stakeholders in Restless Development and the We Lead consortium, planning and delivery of learning sessions.

For more information on Restless Development’s mission, values and work, please visit: [www.restlessdevelopment.org](http://www.restlessdevelopment.org).
What will the model brief include?

- Theory of change model: This will bring together the approaches and evidence of the model’s results.
- Core approaches: These will be broad groups of activities, or key phases in programme delivery; for example; selection of grassroots organisations and rightsholders, capacity strengthening, and advocacy.
- Principles behind these approaches: These provide basic guidance of how the activities should be designed and implemented.
- Links to further guidance: This will include both internal and external resources that provide further information, examples and resources on any of the outlined programme approaches or principles.

What will the model and spotlight briefs be used for?

These products will ultimately have two uses:
- They will primarily act as a tool to strengthen the design of our work, ensuring a common cross-cutting approach that maximises the use of evidence and learning from a far reaching innovative inspiring global programme.
- They will also be useful to help us to communicate externally and internally (within the agency) to a range of stakeholders on how we shift power externally through our work. This will be useful for audiences, such as institutional or programme funders or delivery partners.

These learning products will be:
- accessible - we are aiming for a short summary document in several languages including Spanish, French, Arabic and Portuguese.(with links to separate guidelines where possible)
- flexible - so that it can be applied to different, changing contexts in proposal development and project implementation. We recognise that not everything we do can or should perfectly fit the same structure. This concept of flexibility also means we should be open to adapting the model over time in line with our learning.
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Expected deliverables.

The success of these learning products will ultimately be determined by the extent to which they showcase the quality and impact of our work, and achievements of the We lead model around power shifting. This means we need to look beyond creating a static guide to also considering what needs to be embedded in this so as; to monitor implementation; and adapt in response to learning. Below is a summary of expected deliverables.

- Full guide on the We lead powershifting model - a longer document that shows core approaches, activities and principles behind these approaches. (5 -pages)
- Brief of the We lead powershifting model. (1-2 pages)
- 2 spotlight learning briefs highlighting supporting examples of the model in action (Youth leadership, Local ownership). Each brief should highlight the challenge, response, results, what is not working and learnings. These will be generated through the programme powershifting checklist audit, interaction with staff, partners and young leaders within the program.
- Lead sharing sessions with We Lead staff, relevant Restless Development staff, the Youth Collective on the model and learnings.

Budget and Schedule

4. Budget and Schedule

The time frame is expected to be up to 20 days starting in February 2023 and to be delivered by the end of March 2023 with a maximum budget of £7,000. Please submit a proposed breakdown of how you would use this timeframe effectively to deliver the results. Please outline the methodology and tools you would use and specifically how you will ensure representativity in the learning sessions/discussions.

Skills and Experience

Essentials

- Strong technical skills in programme design, monitoring, evaluation and learning
- Experience producing guidance documents on how to design and implement programmes (preferably for a global organisation)
- Experience developing learning and impact briefs.
- Strong organisational skills and ability to deliver to clear deadlines
- Strong understanding of Restless Development’s approach, work and strategies.
- Proven experience in building and strengthening inclusive systems and approaches.

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Desirable

- Ability to work in a sensitive and collaborative manner to support positive change.
- Good understanding of safeguarding issues.

Management and Support from Restless Development.

The consultant will be managed by Restless Development’s Head of Programme and Partnerships and also work closely with the Research and Learning Manager.

Restless Development will provide access to any relevant resources or documents and make introductions to other internal staff members, if the consultant feels it would be helpful to speak to them. Restless Development will also provide clear guidance on the format for any deliverables.

The consultant will ensure effective and efficient provision of services, full confidentiality in all aspects of the assignment, management of information flow, and follow-up on deadlines and commitments made.

Application

Please submit your application/proposal to us including:

- Cover letter explaining suitability for the assignment and delivery approach.
- A work plan covering the above activities, the approach and timeframe
- CV or profile of lead consultant including a list of similar assignments
- 2 Referees (preferably previous client/supervisor) - Please supply their contact details (name, email, phone)
- Overall budget, broken down into fees and any additional costs.

Please submit your proposal by 17th January 2023.
Please submit proposals to jobs@restlessdevelopment.org.

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