

Monitoring and evaluation consultant

Project: Iranti Programmes

Location: Johannesburg

Duration: 8 months

Start Date: April 2021

End Date: December 2021

Reporting to: Programme Manager

Background

Iranti is a Johannesburg based, human rights organisation that advocates for the advancement of the rights of Lesbian, Bisexual, Queer, Transgender and Intersex (LTI) persons in Africa. We work within a human rights framework raising issues of gender, sex, and sexuality. Iranti seeks to address the stigma and discrimination faced by LTI persons on a local, regional and global level through the following strategic objectives:

1. Build knowledge and understanding of experiences related to LTI rights for broader dissemination, learning, replication and policy influence.
2. Increase the capacities of diverse actors and build alliances across differences based on age, sectors, issues, and communities in order to build stronger movements for LTI rights.
3. Influence and advocate with international, regional and national institutions and actors to strengthen their approaches (beyond commitments) to advance the rights of LTI people in Africa.
4. Amplify and give visibility of LTI voices, demands and transformative roles and strategies in their communities and societies.
5. Develop Iranti governance structure, internal systems, and capacity so that it is a resource-full, effective institution.

Our main activities include immediate community support, hate crime documentation, community dialogues, inclusive media production, and creative dissemination to challenge violence and discrimination based on gender identity and bodily diversity. Pursuant to this the following programmes are being implemented by Iranti-

Margins to Mainstream: Trans and Intersex Policy Protections:

This project works for greater transgender and intersex (T&I) representation and influence in policy through strengthened relationships and collaborative engagement between T&I communities, Civil Society, and Government in South Africa. Through amplifying marginalized voices, T&I persons will promote understanding, improve accountability, and impact public opinion to advocate for increased protections.

Legal Gender Recognition Advocacy:

Iranti has at various points in recent years engaged with the Department of Home Affairs on issues of legal gender recognition for trans, gender-diverse and intersex persons. This has usually been based around individual cases of rights violations, and a collaborative learning trip to Malta and Belgium, but in September 2021 the Gender Diversity Coalition - a group spearheaded by Iranti, met with Home Affairs to discuss problematic lockdown regulations and demand a set of Standard Operating Procedures to ensure equal implementation of legal gender recognition nationwide.

Iranti and the coalition later engaged with Home Affairs on the proposed ID management policy, which would see a third option implemented for gender markers and ID numbers - and will continue to work closely with Home Affairs in the coming years as the policy is implemented to ensure that our long term goals of self-identification of gender is the norm, where intersex infants are protected from "normalising" surgeries, and where a lack of access to legal gender recognition no longer marginalises our communities socially or economically.

This work is tied to Iranti's Margins to Mainstream project, where the ongoing documentation of rights violations will also look at legal gender recognition issues, to better inform our advocacy and responses going forward.

Safety, Dignity & Freedom:

Safety, Dignity, Freedom (SDF), is a five-country campaign with in-country partner organisations: Lesbians, Gays, Bisexuals of Botswana (LEGABIBO) in Botswana, Lesbians, Intersex, Transgender, and Other Extensions (LITE) in Malawi, Wings to Transcend in Namibia, Transgender Research Education and Training (TREAT) in Zimbabwe, and Intersex South Africa (ISSA) in South Africa. The overall project goal is decreased stigma, discrimination, and violence against LGBTI+ people in the noted countries.

Scope of Work

Iranti seeks to appoint a consultant/service provider to monitor and evaluate our programmes,

The contracted service provider will be responsible for:

- Develop of an M&E framework for Iranti and tools.
- Propose indicators for core programmes
- Review of the SDF programme and the development of supporting M & E tools for the partners
- Develop proposals for the evaluation of work that has already been done – some programmes date back to 2017
- Evaluating partner relationships across all programmes, both local and regional.
- Mentoring and coaching of two staff members
- Monthly written progress and opinion reports for the duration of the project as they draft and implement the new M&E processes to be presented to the management of Iranti.

Expected Deliverables

The main deliverable for the project is a **comprehensive Monitoring and Evaluation system and tools**, according to the following reporting requirements:

1. Review of the current M&E framework and processes.
2. Preliminary findings to be completed by end April 2021.
3. The development a new M&E Framework including the following;
 - a. The logical framework and principles within which M & E will be conducted for Iranti
 - b. An operational manual including guidelines and procedures, clearly indicating roles and responsibilities of each role-player throughout the M & E process;
 - c. Reporting templates for data collection for quarterly and annual reporting.
4. An evaluation report of the SDF programme and the development of supporting tools for partners of the programme.
5. Provide training to Iranti staff

Desired competencies, technical background and experience

1. A commitment to Iranti's mission and a clear understanding of the links between advocacy research, community building, campaigning and media work;
2. Graduate degree-level education in media/journalism/creative writing/social sciences;
3. 5-7 years of work experience in projects with organizations in M&E field;
4. Experience in establishing and maintaining cooperative working relationships with other organisations, governmental agencies, public and private sector organisations;
5. Stakeholder engagement skills to enable the engagements and collaborations with project managers, staff and partners to gain additional input;
6. Strong interpersonal and communication skills;
7. Ability to work under pressure and stressful situations;
8. Analytical, creative and innovative and able to resolve problems timeously;
9. Professional copywriting and editing skills, including articles, reports and social media content.

Conditions

Applicant must have contactable references and must be able to produce examples of previous writing work.

As per Iranti policy, payment is made against approved deliverables. No advance payment is allowed until completion of deliverables. A *Work Agreement* letter will be signed in addition to the Terms of Reference in compliance with Iranti policy, and the final payment will be made upon completion of the task to Iranti's satisfaction.

Applicant must submit a CV with contactable references and must be able to produce examples of previous work of a similar nature. All required documents to be submitted to jade@iranti.org.za by Thursday 15 April 2021.

Budget and Payments

The total fee for this assignment is R 10 000 to be paid at the end of each month of work.