

EXPRESSION OF INTEREST

CONSULTANT FOR SUPERVISION OF GENDER TRANSFORMATIVE  
CAMPAIGNS ON SEXUAL AND GENDER-BASED VIOLENCE IN GHANA

INDIVIDUAL CONSULTANT REQUIRED

1. Background

“The Support to Human Rights, Gender Equality and Civil Society” in Ghana project cooperates with the Commission on Human Rights and Administrative Justice (CHRAJ) through strengthening its institutional capacities and jointly identifying citizens-oriented means to better protect and empower victims/survivors of discrimination and human rights abuses. The project also aims to strengthen the competencies of Civil Society Organizations including women and youth organizations, through improving their range of services for responding to the needs of people affected by discrimination and those at risk of experiencing sexual and gender based violence (SGBV). The project contributes to the quality characteristic of Gender Equality by focusing strongly on the relevant target groups and applying the tool of intersectionality in alignment with BMZ’s Feminist Development Policy Strategy (2023) and the United Nations (UN) Guiding principles of “Leave No One Behind” (LNOB).

Sexual and Gender-Based Violence (SGBV) and discrimination against particularly marginalized groups such as women and girls remain pervasive in Ghana, hindering progress towards gender equality and social justice. While there are existing legislative frameworks and support services such as the Domestic Violence and Victims Support Unit (DOVVSU), the phenomenon is usually underreported and unpunished due to fear, stigma, and lack of awareness on available support services for survivors. In addition, tackling discrimination and SGBV can be complex as it is often embedded in harmful social norms, prejudice and unequal power relations occurring in both public and domestic spheres. Furthermore, the experiences of affected persons can further be exacerbated by other dimensions such as disabilities/impairment, age and social status known as multiple discrimination (Intersectionality).

Thus, in view of the aforementioned context, since 2024, the GIZ Support to Human Rights, Gender Equality and Civil Society Project in Ghana has been contributing to the achievement of Ghana’s Medium Term Development Policy Framework (2022-2025) and the realization of commitments towards the 2030 Sustainable Development Goals (SDGs 2030) specifically Goals 5,10 and 16. This is being achieved through cooperation with the Commission on Human Rights and Administrative Justice (Justice) and the advancement of a gender transformative campaign by 6 CSOs to prompt social reflection on the causes and effects of discrimination and SGBV by designing digital or analogue activities on the causes of gender-specific inequalities, disadvantages and/or discrimination for the general public taking particular account of intersectionality.

In view of this, to ensure that the objectives for the project are achieved, GIZ seeks the services of a national consultant to help achieve the following:

- To review, update, and strengthen the existing gender policy of CHRAJ to ensure it is aligned with international best practices and inclusive of intersectional and rights-based approaches.
- To work closely with the project team to advice and guide the activities of a maximum of 6 selected CSOs and intervention centres spread across Ghana by providing technical support to assess, strengthen and build on gains made over the past year to strengthen scale-up activities for the extension phase while guiding and coordinating campaign activities among the CSOs. The Consultant must be creative and knowledgeable in driving gender transformative campaigns and must be familiar with the cultural context of Ghana particularly across the Northern, Upper Eastern, Upper Western, Bono, Ashanti and Western regions of Ghana.

2. Deliverables of the assignment:

The consultant is responsible for providing the following services:

- Refer to TOR

3. Who we are looking for (eligibility)

A seasoned consultant with expertise in the subject field and can work effectively with the project team to achieve impactful results. To this end a consultant must satisfy the following.

A minimum qualification of master’s degree in Gender Studies. Specialized training or certificates in Gender Sensitive Programming, Social Behavioral Change Communication (SBCC), Human Rights and/or Sexual and Gender - Based Violence prevention.

- 15 years proven experience in designing and delivering gender transformative programs and managing projects including planning, implementation, monitoring, and evaluation, preferably within the field of Gender Equality, SGBV and discrimination, intersectionality, and human rights.
- 15 years demonstrated experience of designing, implementing, and evaluating programs aimed at preventing and responding to Discrimination and SGBV, including community-based interventions, capacity building interventions, capacity building initiatives and gender transformative campaigns.
- 10 years’ experience in applying the intersectionality tool to identify multiple forms of discrimination relating to SGBV such as those based on religion, age, disability, ethnicity and socio-economic status and the ability to integrate intersectional approaches into programmatic interventions.
- 15 years proven expertise in feminist research and analytical work including data analysis and assessment in addressing discrimination and Sexual and Gender Based Violence.

- 10 years’ experience working with creative channels such as multimedia, digital marketing, storytelling, and visual arts to effectively convey campaign messages.
- 10 years’ experience in facilitating or leading gender transformative campaigns with diverse Stakeholders with the aim of addressing Discrimination and SGBV particularly focused on marginalized groups such as women, young people, and persons with disabilities.
- Work experience in Human Rights, Gender or Sexual and Gender Based Violence in the last 5 years in Ghana or any West African country. Provide 3 reference projects undertaken in Ghana or any West African country in the last 5 years.
- 10 years’ experience working with and maintaining effective partnerships with CSOs and other relevant stakeholders working in the field of Human Rights, Gender Equality, Sexual and Gender- Based Violence Prevention and response in Ghana.

4. Duration

The assignment will take place from 27<sup>th</sup> July 2026 until 30th April 2027.

How to apply

Please submit a bid by sending an official letter of interest (LoI) with the following 2 sets of documents

- LoI + Technical Proposal & CV/portfolio of the consultant (indicating the relevant experience and qualifications) – Two (2) Copies
- Financial Proposal – Two (2) Copies

NOTE: NOTE:

**ALL PROSPECTIVE BIDDERS ARE REQUIRED TO PERFORM THEIR TAX OBLIGATIONS IN GHANA.**

**THE CURRENCY OF YOUR OFFER SHOULD BE IN GHANA CEDIS**

**NOTE:** Kindly Visit the link below for Terms of Reference and other documents to be used in preparing your Technical and Financial Proposals

**Link- <https://www.giz.de/en/regions/africa/ghana/tenders>**

**The (a. LoI + technical proposals + CV) and (b. Financial Proposals) mentioned above should be sealed in Two (2) Separate Envelopes and enclosed in one Bigger envelop, marked as 10019534 / G-012031-001/ “ Consultant for Supervision of Gender Transformative Campaigns on Sexual and Gender-Based Violence in Ghana.”.**

**The three sealed envelopes should be sent to the following address:**

The Procurement Unit  
GIZ Ghana  
No. 7 Volta Street, Airport Residential Area, Accra  
P.O. Box KA 9698,  
Accra

To All Bidders:

- Bids must be submitted at the **GIZ Ghana Country Office Reception.**
- The deadline for submission is **06.07.2026 until 11:59 PM.**
- Documents should be submitted as early as possible before the deadline.
- Should the reception be closed, documents might exceptionally be dropped off at the guard’s booth.
- The guards need to be told by the person submitting the documents that they are submitting tender documents.
- Always send a receipt with your documents stating the number of the tender.
- This receipt will be signed by the receptionist or a guard (in case of exceptional drop off at the guard’s booth) to provide the bidder with proof of delivery / submission.

*"Please note that participating in a tendering process of GIZ is free of charge for bidders.*

*At no phase of the process is the bidder required to make any payment to GIZ or to one of its employees.*

**Kindly Note by sending in your offer, you are agreeing to the GIZ General Terms and giving us the consent to process your company data.**