



## TERMS OF REFERENCE

### Consultancy

#### FIDH – Advocacy Officer - Africa

**Period : 1 March 2026 - 31 December 2027**

**The International Federation for Human Rights (FIDH) is an international human rights NGO. It brings together 196 national human rights organisations across the world. Since 1922, FIDH has been committed to the defence of all civil, political, economic, social and cultural rights as enshrined in the Universal Declaration of Human Rights.**

#### 1. Context

The International Federation for Human Rights (FIDH) and its member organisations in Africa have been carrying out various projects and activities in several countries, particularly in West, Central and the larger Horn of Africa region. In Africa, one of FIDH's areas of priority has been combating the systemic discrimination and violence against women, girls and LGBTQIA+ people (the "backlash" phenomenon), and gender inequality more broadly, including when it manifests through sexual and gender-based violence.

Over the years, the joint mobilization of FIDH and its member organizations has contributed to countering anti-rights trends, in particular through awareness-raising and campaigns against the development of these movements, establishing collective strategies to counter them, and consolidating international and regional instruments supporting universal women's rights, such as the adoption of the Guidelines on Combating Sexual Violence and its Consequences in Africa by the African Commission on Human and Peoples' Rights (ACHPR).

FIDH Africa Desk and Women's Rights and Gender Equality Desk, together with member and partner organisations, are working in several challenging contexts (particularly conflict or crisis situations, and countries in transition), through, capacity-building and experience

sharing, advocacy with national, regional and international bodies, field documentation missions and investigative reports, and litigation at the national, regional and international levels. FIDH plays a leading role in documenting barriers to women's rights, particularly access to justice for survivors of sexual and gender-based violence, and in advocacy at various levels. FIDH works along its member and partner organisations, including feminist movements, to build egalitarian and peaceful societies and defend the rights of all. It works to strengthen their participation in multilateral spaces, which is crucial in this struggle for influence, and help reduce the existing barriers to such spaces, such as finance, distance, language (in particular for Francophone feminists).

Coordinated by Equipop, the Fund for Women in the Mediterranean (FFMed) and the International Federation for Human Rights (FIDH), the Francophone Feminist Alliance (AFF) brings together Francophone feminist activists from around the world. Its objective is to strengthen their effective participation in 'multilateral' spaces, i.e. international negotiation and decision-making processes. Alongside these organisations and activists, a strong advocacy work has been carried out continuously towards national authorities in target countries, African mechanisms for the promotion and protection of human rights (African Commission on Human and Peoples' Rights - ACHPR; African Court, African Union Commission, AU Peace and Security Council, etc.), the United Nations, the European Union, the International Criminal Court, and key third countries.

## **2. Objective of the consultancy**

To strengthen the advocacy action and capacity building of FIDH and its member and partner organisations in Africa, particularly Francophone feminist movements and activists, towards engagement in key multilateral spaces. These include the African Union Human Rights Mechanisms and political organs, and regional economic blocks such as the Economic Community of West African States (ECOWAS), the Southern African Development Community (SADC), and the East African Community (EAC), with a focus on organs charged with the promotion and the protection of human rights and of the issues related to women's rights and gender, peace and security, justice and democracy, as well as good governance. The overarching aim is to strengthen the organising, participation, influencing, networking and funding of Francophone feminist civil society organisations (CSOs) and activists in multilateral forums, particularly to combat anti-rights movements in Africa and internationally.

## **3. Advocacy Missions**

*The Advocacy officer will be expected to co-design and implement missions whose aim will be to achieve the results listed in the Francophone Feminist Alliance project. They will also be aligned with the FIDH's multi-year strategic plan. The missions will be designed and implemented with the oversight of FIDH's AU Advocacy Lead, the Africa Desk, and the Women's Rights and Gender Equality Desk, and FIDH's Advocacy Department.*

**A) Strategy: Contributing to FIDH visibility, partnership and engagement with advocacy bodies**

- Contribute to strategic thinking on FIDH advocacy strategy concerning the human rights situation in Africa, particularly by infusing key ideas on feminism and women's rights; Contribute to curating information to be sent to key decision-making bodies in relation to the concerns and recommendations of FIDH and its member and partner organisations in Africa, including francophone feminist organisations.

*Deliverable: Contribution in designing and implementing the annual strategic advocacy plan for Africa, with a particular focus on women's rights and gender equality issues.*

- Advance the work of the Africa Desk and the Women's Rights and Gender Equality Desk towards the promotion and protection of the Rights of Women in Africa, while advancing feminist principles in key multilateral organising spaces, including for conflict-affected countries and regions, such as the Sahel, Sudan and the Democratic Republic of Congo (DRC).

*Deliverable: Number of advocacy actions coordinated targeted at regional and international institutions (AU, EU, UN, etc.).*

**B) Communication: Draft publications and advocacy briefs and contribute to dissemination**

- Draft denunciation, warning and advocacy documents (such as press releases, oral statements, draft resolutions on country and thematic situations, advocacy briefs, etc.) for transmission to key advocacy actors (in French and in English) and larger audiences.

- Contribute to the dissemination of various documents produced, both internally and externally.

*Deliverable: Contribution to the drafting and dissemination of at least 10 products.*

**C) Support to members and partners: Support organisations in their advocacy work and interactions with various bodies, help strengthen their capacities, and facilitate the sharing of experiences and information**

- Strengthen interaction among FIDH African member organisations as well as African feminist movements towards advancing feminist ideals, including with multilateral spaces.
- Produce a map of stakeholders by identifying national, regional and international human rights organisations and francophone feminist movements, with whom collaborations and partnerships can be established and/or strengthened to advance common strategies for advocacy.
- Particularly, assist in identifying Francophone feminist movements, organisations or activists and create synergies for action:
  - that can partner with FIDH and its partners in advancing the objectives of combatting the anti-rights movements in Africa.
  - in need of support to participate in advocacy missions at the regional and international level, in particular in the sessions of the African Commission on Human and Peoples' Rights and relevant UN sessions.
  - interested in capacity-building and experience-sharing efforts to strengthen participation and advocacy at relevant regional and international fora.
- Facilitate the participation of FIDH member and partner organisations, in particular francophone feminists, in advocacy initiatives, especially during ACHPR sessions and relevant AU meetings, including:
  - design and contribute to tailored capacity-building and information sharing with targeted activists prior to the relevant sessions.
  - provide support with document preparation, event organization, and meetings.
  - actively support the activists during the sessions and events.
  - ensure the strategic dissemination of advocacy documents to relevant stakeholders.

*Deliverables: Contribution to the mapping of feminist organisations and activists and design of capacity building sessions for at least one advocacy mission targeting African Regional mechanisms.*

## **D) Project management: Programming, resource mobilisation and partners/donors engagement**

- Contribute to activity planning and reporting processes by maintaining an updated activity monitoring table, drafting detailed restitution reports, and organising debriefing and information-sharing meetings.
- Contribute to resource mobilisation by participating in the preparation of concept notes, proposals and relevant meetings, as well as donor engagement, including through reporting in line with Africa Desk's obligations, and in conjunction with the Women's Rights and Gender Equality Desk and the Advocacy Department.

*Deliverable: Monthly report on actions, progress and contacts made.*

## **E) Coordination**

- Share information regularly with other FIDH's geographical and thematic desks within the Operations and Programmes Department, as well as the Advocacy Department, fostering alignment and synergy between strategies and activities.
- Strengthen interaction with FIDH member organizations, encouraging their active participation and providing support for their advocacy initiatives.
- Contribute to the exchange of information with external partners, identifying opportunities to develop joint strategies and collaborations that advance shared advocacy goals.

*Deliverable: Keep up to date a table and notes on meetings, interactions and opportunities.*

## **4. Profile**

### **Level of education, experience**

- Post-graduate study in a relevant field such as law, international relations, gender and development studies, human rights studies, social studies or the humanities.
- At least 2 years of professional experience, with experience working with civil society organisations in Francophone Africa.
- Experience in advancing the rights of women in Africa and advancing feminist ideals is desirable.

## **Skills (technical and interpersonal)**

- Good knowledge of issues related to the promotion and protection of human rights in Africa, including feminist organising, the progressive advancement of the rights of women in Africa.
- Good knowledge of the African Union system (its functioning, organs and human rights mechanisms), as well as other multilateral advocacy spaces, such as the United Nations, the European Union, etc.
- Experience in advocacy and representation on issues related to the promotion and protection of human rights, with a particular focus on Women's Rights and feminist organising.
- Fluency in both French and English (written and spoken). Knowledge of another official AU language is an asset.
- Strong organizational skills, including the ability to work effectively with minimal supervision, impeccable attention to detail, and the ability to manage competing priorities.
- Strong time management skills and the ability to work across multiple time zones.
- Excellent professionalism, including a commitment to upholding high confidentiality, competence, integrity, accountability, and credibility standards.

## **5. Terms and conditions:**

### **Consultancy – Remote (home-based)**

- In collaboration with FIDH Africa desk, Women's Rights and Gender Equality Desk, and Advocacy Department and, in conjunction with other relevant desks and departments within FIDH International Secretariat, as well as the FIDH International Board.
- The terms of reference may be conducted remotely (home-based) depending on the work-site chosen by the consultant and consistency with FIDH's strategy. However, priority will be given, to responses to tenders from consultants living in Africa or France, considering the presence of FIDH personnel.
- The consultant will be expected to travel from time to time as part of their work assignment(s).
- Status: 22 month consultancy contract starting 1 March 2026.
- Consultancy fees: 27 000 Euros including tax for the 22 month period. The consultant will be responsible for paying social security contributions and any applicable income tax.
- Deadline for submission: 6 February 2026 COB. The responses to tenders will be examined after the closing date.

Email address to receive applications (CV and Cover Letter) is : [recrutement-AFF@fidh.org](mailto:recrutement-AFF@fidh.org)

**Proposal for technical evaluation criteria:**

Criterion	Description	Weight
<b>1. Understanding of the mission &amp; proposed methodology</b>	Quality of the understanding of the context and objectives, clarity and relevance of the proposed approach, work plan and tools, consideration of risks and timelines.	40%
<b>2. Professional experience &amp; thematic expertise</b>	Quality of the understanding of the context and objectives, clarity and relevance of the proposed approach, work plan and tools, consideration of risks and timelines.	35%
<b>3. Language &amp; writing skills</b>	Proficiency in English and French (written and oral) and ability to draft clear, structured advocacy and reporting documents.	15%
<b>4. Organisational capacity, coordination &amp; autonomy</b>	Ability to manage several files simultaneously, coordinate with internal and external partners, meet deadlines and work autonomously.	10%
<b>Total</b>		100%