

Capacity Building on Gender Mainstreaming for Christian Health Association of Kenya (CHAK) Terms of Reference

1. Background

Christian Health Association of Kenya (CHAK) is a leading national Faith Based Organisation (FBO) of Protestant churches' health facilities and programmes from all over Kenya. Established in 1946, CHAK has the goal of promoting access to quality health care.

Vision

Quality Healthcare for all to the glory of God.

Mission

To facilitate provision of quality healthcare services through health system strengthening, innovative health programs, training and research, advocacy, and partnerships as a witness to the healing ministry of Christ.

Values

- ✓ Integrity
- ✓ Transparency
- ✓ Accountability
- ✓ Professionalism
- ✓ Innovation
- ✓ Equity

CHAK's programmes and activities are guided by the six-year Strategic Plan 2017-2022 which has clustered the organisation's core functions into the following strategic directions:

1. Health service delivery
2. Health systems strengthening
3. Capacity Building and Research
4. Financial Management, Resource Mobilization and Sustainability
5. Advocacy and Partnerships

2. Gender Mainstreaming Capacity Building Objectives

a. Overall Objective:

To enhance gender mainstreaming practice in CHAK programmes and projects.

b. Specific Objectives:

1. To conduct a rapid gender needs assessment to assess the organisation's efforts to mainstream gender and identify key gaps through an organisational self-assessment tool
2. To develop training content to build the organisation's capacity to mainstream gender in its programmes and projects
3. To deliver a two-day in-person training workshop on gender mainstreaming to key staff with representation from CHAK's various programmes, projects and functions

4. To guide the organisation to develop an action plan for ensuring gender mainstreaming in its various programmes, projects and overall strategic plan
5. To provide tools to aid the organisation in evaluating its progress towards gender mainstreaming in its various programmes and projects

c. Expected Results

1. Organisational gender needs assessment results
2. Customised gender mainstreaming training approach
3. Deliver two-day gender mainstreaming workshop to key CHAK staff (approximately 20 staff)
4. Action/Follow up plan to ensure gender mainstreaming in CHAK's strategic plan, programmes and projects
5. Gender mainstreaming evaluation framework

3. Qualifications

- Masters' Degree in Gender Studies, Social Sciences, Human Rights, Development Studies or related field.
- At least ten (10) years of relevant professional experience in designing and delivering gender mainstreaming training
- Demonstrated experience gender capacity building
- Excellent facilitation and presentation skills

4. Timeframe

The organisational needs gender assessment is expected to be conducted and results shared by the end of April 2022 and the two-day capacity building workshop conducted by the end of May 2022.

5. How to apply

Qualified consultants should submit technical and financial proposals to secretariat@chak.or.ke and hr@chak.or.ke by 20th April 2022.