

EU Support to End Sexual and Gender Based Violence in Nigeria (ESGBV) Programme for EOI Reference No: 2026-05-090.

Appendices 1

Component 1: Strengthened implementation, monitoring and enforcement of legal and policy frameworks on SGBV

	Thematic Expertise	Experience and Qualifications
Category 1.1	Strategic Legal and Policy Reform for SGBV <u>Sub-themes:</u> • Review, drafting and amendment of national and sub-national legislation related to SGBV, including the Violence Against Persons (Prohibition) Act/Laws, Child Rights Act/Laws, and disability related legislation • Development of subsidiary legislation, regulations, policies, practice directions and implementation guidelines to operationalise SGBV frameworks	Specialist Consultants (minimum 12 years' experience): • At least 12 years' practical experience providing high-level technical leadership or advisory support to justice, gender or social sector institutions at federal and/or state level in Nigeria • Demonstrated experience leading complex legal, policy or institutional reform processes related to SGBV or gender equality • Proven experience facilitating high level strategic engagements involving senior government officials, legislators, heads of MDAs and development partners Senior Consultants (minimum 8 years' experience): • At least 8 years' practical experience providing technical or advisory support to justice, gender or social sector institutions at federal and/or state level • Demonstrated experience contributing to reforms within at least one of the thematic categories under this Component, evidenced through a portfolio of relevant assignments • Proven experience supporting technical consultations, stakeholder engagements or policy development processes or policy development processes

Category 1.2	Institutional Strengthening of Justice and Oversight Institutions <u>Sub-themes:</u> - Capacity development of Ministries of Justice, Offices of the Director of Public Prosecution, law enforcement oversight mechanisms and regulatory bodies - Institutional reform processes aimed at improving compliance, accountability and survivor centred enforcement of SGBV related laws	For both experience levels:
		- An advanced university degree (master's degree or equivalent) in Law, Criminology, Sociology, Gender Studies, Public Policy, or similar field is required. A first-level university degree or equivalent, with two additional years of relevant working experience, may be accepted in lieu of the advanced degree. - Strong familiarity with Nigeria's legal and policy framework on SGBV and relevant international and regional standards
Category 1.3	Inter Ministerial and Multisectoral Coordination on SGBV <u>Subthemes:</u> - Establishment and strengthening of national and state level SGBV coordination platforms and committees - Development and implementation of inter-agency action plans, coordination frameworks and accountability mechanisms	

Category 1.4	Gender Responsive Planning, Budgeting and Financing for SGBV <u>Subthemes:</u> • Gender responsive budgeting and expenditure tracking for SGBV interventions • Technical support to MDAs to develop costed action plans and secure sustainable budget allocations • Training and mentoring key personnel within relevant agencies (agencies with primary mandate for implementation of VAPP Act 2015, DAPDP Act 2018, CRA 2003, Legal Aid Act) on annual state and federal budget formulation process	Senior Consultants (minimum 8 years' experience) • An advanced university degree (master's degree or equivalent) in Law, Criminology, Sociology, Gender Studies, Public Policy, or similar field is required. A first-level university degree or equivalent, with two additional years of relevant working experience, may be accepted in lieu of the advanced degree. • At least 8 years' practical experience providing technical or advisory support to justice, gender or social sector institutions at federal and/or state level • Expertise in assessing and improving budget estimates / proposals by respective units and departments of relevant agencies as part of annual budget formulation • Expert in efficient allocation of state and federal resources to reflect national, state, legislative and sectoral priorities
Category 1.5	SGBV Data, Monitoring and Accountability Systems <u>Sub-themes:</u> • Development and strengthening of GBV data collection, reporting and analysis systems • Ethical and survivor-centred data governance, including harmonisation of reporting mechanisms	Senior Consultants (minimum 8 years' experience) • An advanced university degree (master's degree or equivalent) in Information Management, Computer Science, Law, Criminology, Sociology, Gender Studies, Public Policy, or similar field is required. A first-level university degree or equivalent, with two additional years of relevant working experience, may be accepted in lieu of the advanced degree. • At least 8 years' practical experience providing technical or advisory support to justice, gender or social sector institutions at federal and/or state level • Experience developing or monitoring data management systems for justice sector institutions

Category 1.6	Legislative Oversight and Policy Monitoring <u>Sub-themes:</u> • Support to legislative bodies and oversight mechanisms to monitor implementation of SGBV frameworks • Development of monitoring tools, scorecards and reporting systems to track enforcement and compliance	Specialist Consultants (minimum 12 years' experience): • At least 12 years' practical experience providing high level technical leadership or advisory support to justice, gender or social sector institutions at federal and/or state level in Nigeria • Demonstrated experience leading complex legal, policy or institutional reform processes related to monitoring SGBV prevention, protection, and response mechanisms • Proven experience facilitating high level strategic engagements involving senior government officials, legislators, heads of MDAs and development partners • Experience developing monitoring and evaluation tools Senior Consultants (minimum 8 years' experience): • At least 8 years' practical experience providing technical or advisory support to justice, gender or social sector institutions at federal and/or state level • Proven experience supporting technical consultations, stakeholder engagements or policy development processes For both experience levels: • An advanced university degree (master's degree or equivalent) in Law, Criminology, Sociology, Gender Studies, Public Policy, or similar field is required. A first-level university degree or equivalent, with two additional years of relevant working experience, may be accepted in lieu of the advanced degree. • Strong familiarity with Nigeria's legal and policy framework on SGBV and relevant international and regional standards
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Appendices 2

Component 2: Improved and expanded access to survivor-centred essential services

Category 2.1	GBV Emergency Rescue and Shelter Management <u>Subthemes:</u> • Expertise in establishing and operating emergency rescue and shelter services for women, children, persons with disabilities and survivors of GBV • Expertise in the development and continuous improvement of case management systems, protocol for emergency rescue and shelter services • Training and mentoring emergency rescue and shelter management personnel • Advocacy for establishment of shelters and emergency rescue services	Specialist Consultants (minimum 12 years' experience): • At least 12 years' practical experience providing high level technical leadership, advisory services or specialist support in justice, health or protection sector responses to SGBV at federal and/or state level • Demonstrated experience leading complex survivor-centred service delivery interventions or institutional reform processes in at least one of the thematic categories under this Component • Proven experience delivering advanced training, mentoring or peer learning programmes for senior level justice, health or protection actors
Category 2.2	Rights based investigation and prosecution <u>Subthemes:</u> • Technical expertise in improving effectiveness of investigative and prosecutorial processes for cases involving women, children, persons with disabilities and survivors of SGBV • Training and mentoring investigators and prosecutors to better handle cases involving women, children, persons with disabilities and survivors of SGBV •	Senior Consultants (minimum 8 years' experience): • At least 8 years' practical experience providing technical or advisory support in survivor-centred justice, health or protection services related to SGBV • Demonstrated experience contributing to implementation of survivor-centred service delivery models within at least one thematic category under this Component • Proven experience supporting training, mentoring or operational improvements for frontline service providers
		For both experience levels:

Category 2.3	Adjudication Children in Conflict with the Law <u>Subthemes:</u> • Expertise organising and delivering peer learning programmes for judges and magistrates on adjudicating GBV cases, on Children in Conflict with the Law • Expert in developing adjudication guidelines	• An advanced university degree (master's degree or equivalent) in Law, Criminology, Sociology, Gender Studies, Public Policy, or similar field is required. A first-level university degree or equivalent, with two additional years of relevant working experience, may be accepted in lieu of the advanced degree. • Strong familiarity with Nigeria's legal and policy framework on SGBV and relevant international and regional standards • Strong understanding of trauma-informed, survivor-centred and rights-based approaches to SGBV response
Category 2.4	GBV Reporting and case management (mobile and web-based) technology solutions experts	
Category 2.5	Establishment and Operation of Sexual Offender Databases <u>Subthemes:</u> • Establishment and management of coordination mechanisms • Development and implementation of guidelines, operational frameworks, protocols and practice directions for coordination / implementation committees	

Appendices 3

Component 3: Strengthened civil society capacity and social norm change to end SGBV

	Thematic Expertise	Experience and Qualifications
Category 3.1	Strengthening the capacity of civil society organisations, including women rights organisation, youth focused organisations, organizations for persons with disabilities, community-based organisations, trade unions and social movements. <u>Subthemes:</u>	Specialist Consultants (minimum 12 years' experience): • At least 12 years' practical experience working with civil society organisations across different thematic areas including Gender Equality, Women Empowerment, Social Inclusion, Human Rights, Democracy, Social Justice, Education, Migration, Digitalisation and Health. • Demonstrated experience strengthening the capacity of civil society organisations including community-based organisations; business membership organisations and social movements on monitoring and evaluation, project and programme management, resource mobilisation, advocacy and policy influencing.

	• Designing, reviewing and utilizing training of trainers' models that are grounded in local contexts to build the capacity of local CSOs for GBV response, referral and data management. • Improving capacity of CSOs to design and implement effective GBV advocacy, collaboratively with other CSOs, government institutions and the private sector. • Improving capacity of CSOs to adopt a whole-community approach in design and implementation of GBV interventions at community level. • Designing and deploying CSO organizational assessments. • Supporting CSOs develop monitoring and evaluation tools to assess and report CSO contributions to end GBV. • Improve CSO use of digital technologies.	• Proven experience designing and implementing capacity strengthening curriculum for CSOs. • Proven experience delivering training, mentoring, coaching or peer learning programmes for civil society organisations across different levels of maturity. Senior Consultants (minimum 8 years' experience): • At least 8 years' practical experience working with civil society organisations across different thematic areas including Gender Equality, Women Empowerment, Social Inclusion, Human Rights, Democracy, Social Justice, Education, Migration, Digitalisation and Health. • Proven experience supporting training, mentoring or operational improvements for CSOs. For both experience levels: • An advanced university degree (master's degree or equivalent) in Law, International Development, Sociology, Gender Studies, Public Policy, or similar field is required. A first-level university degree or equivalent, with two additional years of relevant working experience, may be accepted in lieu of the advanced degree. • Strong familiarity with and understanding of Nigeria's civil Society Sector. • Good understanding of trauma-informed, survivor-centred and rights-based approaches to SGBV response.
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Category 3.2	Increasing awareness on SGBV reporting channels and emergency response services. <u>Subthemes:</u> • Designing, implementing and monitoring communication and sensitization guidelines to guide engagement with traditional and new media practitioners. • Designing, implementing and monitoring community sensitisation activities with local communities. • Development and promotion of social media campaigns. • Mentorship and capacity strengthening for media partitioners on GBV reporting including technology-facility GBV.	Senior Consultants (minimum 8 years' experience): • At least 8 years' practical experience working with and/or engaging media practitioners • Proven experience in strategic communications, media engagement, and advocacy within NGOs, international organizations, • Demonstrated expertise in developing communications guidelines, strategies, or toolkits. • Proven experience in mentoring and training, including delivery of webinars and in person workshops. • Proven experience engaging with traditional and new media practitioners and platforms and monitoring output and impact. Consultants (minimum 4 years' experience): • At least 4 years' practical experience working with and/or engaging media practitioners. • Experience designing or managing digital platforms, online communities, websites and/or online knowledge hubs. For both experience levels: • An advanced university degree (master's degree or equivalent) in Communications, Public Relations, Media Studies, Journalism, International Development, or a related field. A first-level university degree or equivalent, with two additional years of relevant working experience, may be accepted in lieu of the advanced degree. • Familiarity with and understanding of Nigeria's civil society sector. • Proven experience in strategic communications, media engagement, and advocacy. • Strong skills in media relations, digital storytelling, social media management, and visibility campaigns. • Excellent writing, editing, facilitation, and interpersonal skills. • Good understanding of trauma-informed, survivor-centred and rights-based approaches to SGBV response
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Category 3.3	Designing and implementing behavioural change actions that address negative social norms.	Specialist Consultants (minimum 12 years' experience): • At least 12 years' practical experience working with civil society organisations and community-based groups on Gender Equality, Women Empowerment, Social Inclusion, Human Rights and Social Justice. • At least 7 years' practical experience working with communities to implement on Gender Equality, Women Empowerment, Social Inclusion, Human Rights and Social Justice activities at communal level. • Proven experience supporting communities develop and implement action plans. Senior Consultants (minimum 8 years' experience): • At least 8 years' practical experience working with civil society organisations across different thematic areas including Gender Equality, Women Empowerment, Social Inclusion, Human Rights, Democracy, Social Justice. • At least 4 years' practical experience working with communities to implement on Gender Equality, Women Empowerment, Social Inclusion, Human Rights and Social Justice activities at communal level. For both experience levels: • An advanced university degree (master's degree or equivalent) in Law, International Development, Sociology, Gender Studies, Public Policy, or similar field is required. A first-level university degree or equivalent, with two additional years of relevant working experience, may be accepted in lieu of the advanced degree. • Strong familiarity with and understanding of Nigeria's civil Society Sector. • Good understanding of trauma-informed, survivor-centred and rights-based approaches to SGBV response. • Proven experience supporting communities develop and implement action plans.
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