

## **Terms of Reference**

**Recruitment of a Gender Expert Trainer(s) in Gender Transformative Approaches for Rwanda Polytechnic (RP) and Rwanda TVET Board (RTB).**

**Activity code: 5.2.2 & 5.3.2**

**Venue: Kigali, Karongi and Nyamagabe districts**

**Period: July 2025**

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**AFTER II**  
**Appui à la Formation Technique et à l'Emploi au Rwanda**

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## 1. Project description

The Government of Rwanda and Agence Française de Développement (AFD) signed 5 years grant/loan agreements on 8<sup>th</sup> March 2023 to implement AFTER II Project (*Appui à la Formation Technique et l'Emploi au Rwanda*). AFTER II aims to improve technical and vocational education and learning conditions in order to strengthen the skills of youth in line with labor market requirements.

Project management will be provided by two contracting authorities: Rwanda Polytechnic (RP) for RP college-related interventions, and Rwanda TVET Board (RTB) for TVET schools-related interventions, through their respective Single Projects Implementation Unit (SPIU).

Expertise France will provide technical assistance to the project implementation. Short and long-term expertise are mobilized on the basis of a technical offer validated by AFD, with the agreement of the Rwandan party.

On the side of RP, the beneficiary sites are RP College Karongi and RP College Kitabi located in Karongi and Nyamagabe Districts. On the side of RTB, the beneficiary sites are Muhororo and Cyanika TVET Schools located in Karongi and Nyamagabe Districts.

AFTER II project is divided into four main components and 2 crosscutting components:

- Component 1: The RP Colleges Kitabi and Karongi and TVET schools of Cyanika and Muhororo campuses are expanded, modernised and environmentally friendly
- Component 2: The training offer in the RP Colleges Kitabi and Karongi and TVET schools of Cyanika and Muhororo is strengthened and more attractive
- Component 3: The link between TVET providers and the private sector is strengthened, and employment and entrepreneurship support mechanisms are more efficient
- Component 4: The quality and leadership of RP and RTB as institutions in the TVET sector are reinforced
- Cross-cutting component 5: The TVET programs are more gender responsive and inclusive and specifically address dropouts of the general education
- Cross-cutting component 6: Greening TVET – TVET programs provide youth with green skills and competencies for sustainable economic growth

## 2. Objectives

### 2.1. General objectives

The main objective of this assignment is to strengthen the capacity of RP and RTB in Gender Transformative Approaches to promote gender equality and inclusion in technical and vocational education, in alignment with the 'Leave No One Behind' principle of the 2030 Agenda for Sustainable Development.

### 2.2. Specific objectives

The specific objectives of the mission are:

- Provide theoretical and practical training on the Gender Transformative Approaches to staff of RP and RTB. The training will cover key concepts such as gender

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socialization, equity versus equality, root causes of inequalities, harmful gender norms, positive masculinity and gender-based violence.

- Foster a deeper understanding of gender-related barriers in TVET by exploring how gender socialization shapes attitudes, behaviors, and opportunities, and identifying strategies to challenge harmful norms within educational and professional settings.
- Develop practical case studies, exercises, and hands-on activities that guide participants' ability to apply gender-transformative principles in their work, ensuring context-specific and actionable outcomes.
- Provide practical recommendations to enhance gender mainstreaming within RP and RTB.

### 3. Deliverables of the mission

The expert(s) will be responsible for delivering:

- A detailed training plan, including methodology and timeline.
- Customized training materials aligned with local and institutional contexts.
- Training sessions for RP trainers, RTB trainers, and management staff.
- Pre- and post-training assessments to measure knowledge improvement.
- A comprehensive report, including recommendations guidelines.

### 4. Requested Profile

Expertise France is recruiting gender expert trainer(s) in Gender transformative approaches with the below requirements:

- At least 7 years of working experience related to gender-related capacity building.
- At least a Master's degree in Gender Studies, Social Sciences or Development Studies.
- Proven experience in designing and facilitating training sessions for institutional staff.
- Strong understanding of gender dynamics in Rwanda.
- Excellent command of English and Kinyarwanda (written and oral) ; fluency in French will be an added value.

### 5. Calendar and Location

- The trainings will take place in Kigali, Karongi, and Nyamagabe districts.
- The assignment is expected to be completed within 18 days as detailed below.

Stage	Main activities	Provisional Location	Number of training days
1	Build the capacity of leadership staff of RP in Gender transformative approaches	Kigali	3
2	Build the capacity of leadership staff of RTB in Gender transformative approaches	Kigali	3

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3	Build the capacity of management staff and Trainers of RP college Karongi in Gender transformative approaches	Karongi	3
4	Build the capacity of management staff and trainers of RP College Kitabi in Gender transformative approaches	Nyamagabe	3
5	Build the capacity of management staff and trainers of TSS Muhororo in Gender transformative approaches	Karongi	3
6	Build the capacity of management staff and trainers of TSS Cyanika in Gender transformative approaches	Nyamagabe	3

### How to apply

Please note that application documents should be submitted on the platform. The deadline is **30 June 2025**.

**Notes:** Application documents should contain a **CV, cover letter and certificates** and if you are a company, please send your company profile with the CVs of the experts who will perform the task above.

Kindly note that Expertise France will not be able to notify all the applicants. Only candidates who have been selected will be contacted for an interview before final selection.