

## Terms of Reference

### Consultancy: Capacity Strengthening of Gender Research Fellows on Gender, Leadership and Decolonization.

#### Background and Context

Mizizi Elimu Africa (Formerly Zizi Afrique Foundation) is a nonprofit organization working on improving foundational learning in Kenya and the region. Mizizi works in the intersection between evidence, policy, and practice, and uses research as a pathway toward improving public education systems. Mizizi envisions a world where all children and youth have the foundations to learn and thrive.

Mizizi underscores the fact that gender equality and transformative research in education are critical priorities globally and within Kenya's higher education policy and research. Whereas there have been concerted efforts and progress towards increasing access to education for women and girls, persistent gender disparities, gendered cultural norms, and practices remain. This is particularly in organizational Leadership, research leadership, and the translation of research into policy and practice.

Gender inequality also remains one of the most persistent challenges in our societies today, manifesting in unequal access to education, employment, political representation, and leadership opportunities. Often, inequality is deeply intertwined with histories of colonialism, which reshaped social structures and imposed patriarchal norms that continue to shape institutions, systems, culture, and leadership today. Essentially, this requires that all actors, leaders, organizations, and institutions rise to address this through and in their work.

Organizations and institutions ought to be models and resource centres for gender transformative work in the Gender ecosystem. To address gender inequity meaningfully, we must engage with decolonization and reimagine leadership through an inclusive, gender-conscious lens. Ultimately, we need to redouble our efforts to build a society where all children are enjoying an equal platform to learn and thrive, and where government institutions and organizations facilitate, understand their roles and work together to achieve this objective.

#### About the Consultancy

In 2025, Mizizi Elimu Afrika, instituted the Gender in Education Research Fellowship as part of its Organizational Gender Transformation journey. The Fellowship seeks to strengthen the capacity of mission-driven leaders working at the intersection of Gender and Education to accelerate efforts to enhance gender transformative policies and practices in Kenya.

We are seeking to engage a consultant to design and deliver a comprehensive capacity strengthening workshop for the research fellows on Gender, leadership, and decolonization, drawing on good practices, contextualized to the Kenyan and broader African research landscape. The consultant will provide targeted and practical support that equips fellows to lead, practice, and conduct rigorous, contextually grounded research on gender and education.

#### The objective for the training is to:

Enhance the Fellows' understanding of the nexus between Gender and decolonization:

- decolonization as a pathway to Gender equality
- Strengthening Fellows' understanding on Leadership through a Gender Lens
- Equip fellows with capacities to demonstrate Gender equitable leadership in practice

#### Key Responsibilities and Outputs

- Facilitate a co-creation session with the Gender fellows on Gender, Leadership and decolonization
- and provide materials in preparation for the workshop
- Facilitate a two-day practical session to ground fellows on Gender, Leadership, and decolonization
- issues and how to address structural, systemic, and social barriers that arise from these issues.

- Facilitate practical in-person sessions to enhance fellows' ability to generate policy-relevant evidence on gender, leadership, and decolonization.
- Submit a detailed report detailing the process, the capacity strengthening outcomes, lessons learned, and key recommendations

## Qualifications and Desirable Skills

- Hold an MA or MSc degree (PhD Preferably) in Gender Studies, Development Studies, Education, Sociology, or a related field.
- At least 10 years of demonstrated experience and expertise in Gender issues (GESI & DEI), gender transformative research, leadership, and Gender and decolonialization and Gender, within the Kenyan context.
- Experience in designing and delivering capacity-strengthening programs for academic fellows or researchers.
- Strong facilitation and participatory training skills, with sensitivity to diverse cultural contexts.
- Proven track record of producing policy-relevant research in gender and education.
- Familiarity with African and Global South perspectives on decolonization and gender.

## Duration

The Consultant will be engaged for about 10 days, starting March 3rd to 13th, 2026

## How to apply

Interested and qualified candidates should submit:

1. A cover letter expressing interest
2. A detailed resume
3. Three referees work with contact information.

Applications should be received by email to [jobs@ziziafrique.org](mailto:jobs@ziziafrique.org) by February **20th, 2026**.