

INDIVIDUAL CONSULTANT PROCUREMENT NOTICE

Date: 26 January, 2018

Country: Romania

Description of the assignment: 3 European consultants working individually or as a team delivering a training of trainers and facilitating an exchange of good practices on:

1. LGBTI non-discrimination in access to justice, education, social services and health care,
2. the interaction between freedom of religion and other human rights, with a focus on the human rights of LGBTI people,
3. transgender equality and non-discriminatory access to support services during legal and medical transition, mental health and physical wellbeing.

Project name: Partnership for LGBTI Equality, funded by European Union's Rights, Equality and Citizenship Programme 2014-2020)

Period of assignment/services 15 February 2018 – 30 May, 2018, 10 working days per expert, including a minimum of 2 working days (1 trip) to Romania in the period of March 26th – March 30th 2018.

~~Proposals should be sent to Andreea Nastasa, Financial Manager, ACCEPT Association, at andreea@acceptromania.ro no later than 17:00 CET on Tuesday, February 6th, 2018, with the subject line `LGBTI Partnership – consultant application`. Inquiries should be sent to the same address by Thursday, February 1st.~~

IMPORTANT NOTICE: THE DEADLINE FOR APPLICATIONS HAS BEEN EXTENDED TO TUESDAY, FEBRUARY 13TH 2018. Proposals should be sent to Andreea Nastasa, Financial Manager, ACCEPT Association, at andreea@acceptromania.ro no later than 17:00 CET on February 13th, with the subject line `LGBTI Partnership – consultant application`.

1. BACKGROUND

In Romania, societal discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) persons remains a systemic problem, with a need for greater protection afforded to those categories affected by discrimination. This can be obtained through improved responses and enhanced knowledge and resources available to both victims, as well as to the Romanian Equality Body, social workers, school teachers, counsellors or psychologists and actors part of the justice system – judges, prosecutors and lawyers.

The national equality body, NCCD is the only Romanian public institution actively trying to protect the rights of LGBT persons. ACCEPT is the first and only human rights NGO which in the last 20 years provided legal and psychological support to LGBT victims, engaged in strategic litigation and advocacy work to improve the legal framework and tried to produce educational resources and capacitate various professional groups on SOGI



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issues. The effective collaboration of the NCCD and ACCEPT in the past and the common challenges bring the two entities together. In order to address the discrimination of LGBTI individuals in Romania, especially in key fields by key professions providing access to justice, healthcare, education and private and public services, ACCEPT and NCCD plan to do the following actions:

1. Training of professionals to prevent and combat discrimination on SOGI in key fields, such as education, health care, access to justice and social services.
2. Mutual learning, exchange of good practices, cooperation, including identifying best practices at European level, which may be transferable to other professional groups.
3. Dissemination and awareness raising activities (including at local level), such as seminars, events, campaigns or social media and press activities.

2. SCOPE OF WORK, RESPONSIBILITIES AND DESCRIPTION OF THE PROPOSED ANALYTICAL WORK

The European consultants will be selected in accordance with their specialized expertise on balancing freedom of religion and the respect for other human rights, equality policies in the field of LGBTI equality at a national and European level, as well as specific issues regarding transgender equality and support services in legal and medical transition. European consultants will provide the Training of trainers based on the training needs analysis prepared by ACCEPT, while providing adequate expertise and tools to negotiate differences and potential conflicts that can lead to discrimination in the name of local traditions and norms that are antithetical to the European non-discrimination values and standards. Furthermore, they will provide the skillset necessary in the mutual exchange of best practices between EU-wide SOGI equality policies, as well as recognized national policies, and ACCEPT and the National Council for Combating Discrimination, operating in the Romanian context.

We will select three European consultants, who will:

- prepare the curricula and the training materials for the ToT (4 conference calls to discuss TNA and individual work to finalize documents)
- carry out different modules of a 4 days ToT for a joint team of 10 persons including NCCD and ACCEPT trainers who will provide national trainings
- provide models of good practices at European level
- consult national experts in preparation of targeted resources and curricula for the 6 professional trainings.

A detailed description of responsibilities and deliverables can be found in the Terms of References – Annex 1 to this call.

3. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS

Academic Qualifications: BA or equivalent in the following relevant fields: Law, Human Rights, Equality and Non-Discrimination, Social Sciences, Sociology, Social Assistance, Psychology, Education Sciences, Political Sciences, European Studies, Humanities.



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MA degree or equivalent is a plus, in the following relevant fields: Conflict Resolution , Law, Interest Representation, Human Rights, International Affairs, Equality and Non-Discrimination, Social Sciences, Sociology, Social Assistance, Psychology, Education Sciences, Political Sciences, European Studies.

Previous experience:

- Minimum 10-year of experience in Human Rights field (minimum qualification requirement);
- Minimum 5-year experience as a trainer (minimum qualification requirement);
- Experience in providing training for trainers (minimum qualification requirement);
- Proven familiarity with at least one of the three main topics (minimum qualification requirement):
 - European best practices regarding LGBTI non-discrimination in access to justice, education, social services and health care
 - the interaction between freedom of religion and other human rights, with a focus on the human rights of LGBTI people
 - transgender equality and non-discriminatory access to support services during legal and medical transition, mental health and physical wellbeing.
- At least 3-year experience in working as a consultant to human rights organization; (desired);

Language Requirements:

- Excellent English skills (both written and verbal);

Technical Requirements:

- Familiarity with tele-conference software (Skype, Hangouts, etc.)
- Familiarity with work processing software.

4. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSAL

Interested individual consultants must submit the following documents/information to demonstrate their qualifications:

- Cover Letter (in English) stating the expertise and qualification for the position including references to previously undertaken similar works (either training concepts or publications and guidelines developed for the trainings or references from at least 2 persons).
- Draft one page concept listing the proposed approach and the methodology.
- CV including past experience in similar projects/fields.
- Financial proposal.

5. EVALUATION



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Individual consultants will be evaluated based on *cumulative analysis* method:

Applicants will be evaluated against combination of technical and financial criteria. Maximum obtainable score is 100, out of which the total score for technical criteria equals to 80 and for financial criteria – to 20.

More specifically, following criteria will be used for evaluating the applications:

Minimum requirements	Points (maximum)
BA or equivalent	5
Minimum 10-year of experience in Human Rights field	10
Minimum 5-year experience as a trainer	10
Experience in providing training for trainers	10
Proven familiarity with at least one of the three main topics	15
Preferred requirements	
MA degree or equivalent	5
At least 3-year experience in working as a consultant to human rights organization	5
Interview	20
Financial proposal	20

Applicants not meeting any of minimum qualification requirements will be automatically disqualified. Only applicants obtaining minimum 30 points as a result of the desk review will be considered as qualified and invited for the interview.

Note regarding the financial proposal

The financial proposal shall specify a total lump sum amount, and payment terms around specific and measurable (qualitative and quantitative) deliverables (i.e. whether payments fall in instalments or upon completion of the entire contract). Payments are based upon output, i.e. upon delivery of the services specified in the TOR. In order to assist the requesting unit in the comparison of financial proposals, the financial proposal shall include a breakdown of this lump sum amount. The financial proposal should be expressed as a gross daily fee. The consultant is responsible for taxation obligations under the national law. For the contract, all taxes will be paid individually in the home country of the applicant as long as we are provided with a valid “Certificate of fiscal residency/ Fiscal identification code” according to the country of applicant. Otherwise, ACCEPT is obligated under Romanian fiscal law to apply the national income tax and retain at payment the due amount.

Maximum 20 points will be assigned to the lowest price offer.

All envisaged travel and accommodation costs will be covered by the Project.





CONSILIUL NAȚIONAL PENTRU COMBATEREA DISCRIMINĂRII

Please note that upon award of contract, European consultants will have to provide us with proof of fiscal residence, in order to avoid double taxation (in Romania and in EU member state of residence).

Document updated on February 6th 2018, at 11:30 AM CET



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