Terms of Reference for Website Developer for Equals Now

Background

The Equals Now feminist collective was founded in 2019 to bring broader-based conversations and discourses around the rights of women and girls in The Gambia. The movement advocates for the rights and welfare of women to see a world where every woman and girl is treated with dignity and afforded their human rights. The Gambia is a country with a population of approximately 2 million people. While a major percentage of the population are women and girls, they continue to be marginalized on different levels from leadership to the household levels. With women and girls being susceptible to gender-based violence, the need to form a movement that addresses issues of gender in a non-formal and inclusive way was necessary, and thus the relevance of the work of Equals Now through sisterhood, movement building, inclusive and equal strategizing, and development.

About The Project

Natural disasters and pandemics have proven to disproportionately affect women and girls. The COVID-19 pandemic has shocked the globe especially women and even more so, those living in grassroots communities. The pandemic has also opened us to the inclusivity, and amount of work that still needs to happen in our communities. With funding from the Open Society Initiative of West Africa (OSIWA), Equals Now is embarking on a project on “Responses to Effects of COVID-19 on Women and Girls’ Access to Sexual and Reproductive Health Rights and their Safety from Sexual and Gender-Based Violence”. This project also includes a component of providing institutional support to Equals Now. Under this project, Equals Now aims to mitigate the social, economic, and health gendered impact of the pandemic on women, girls, and children while providing emergency digital resources and policy recommendations to improve security, safety, and access for women to services that will address Sexual Gender-Based Violence and promote Sexual and Reproductive Health Rights.

Why work with Equals Now

Equals Now adapt radical strategic and feminist values and principles in all its work and relations. Currently, the team is comprised of 8 women below the age of 35 who provide support and extend empathy to each other while working virtually. You will join our team and nurture sisterhood as we build on a safer and more inclusive society for women and girls in The Gambia.

About the Role

The consultant is expected to rework Equals Now’s current website and provide an updated, more user-friendly, and inclusive site that houses relevant information about the organization and all information distribution needs.
Contract

Equals Now shall hire the Website developer for a period of three months between May to July. The person will be reporting to the Media & Communications Lead and will work in close collaboration with the Equals Now team and the Website Graphic Illustrator.

Tasks & Deliverables

- Develop and submit a work plan to Equals Now at the beginning of the contract.
- Review the current Equals Now website, analyze loopholes and improvement needs.
- Lead a consultation with the relevant team members to understand user needs, identify corresponding user interface requirements, workflows and functionalities.
- Design and propose a user-friendly prototype.
- Lead a test run after the improvement of the website and make the necessary adjustments from consultations.
- Develop a user manual and deliver a webinar for the system administrators to perform the content upload, system maintenance, and administration.
- Provide necessary technical support, quality control, and maintenance for a period of 6 months.
- Hand over all necessary documents, resources, and source codes at the end of the contract.

Knowledge and skills requirement

- Relevant educational and professional expertise in web design
- Solid understanding of the concepts of user experience, user interface design principles, and conceptual design.
- VAT charges. Please note that this sum should cover all relevant costs including communications fees, subscription fees, etc.
- Great intuition for design and attention to details are essential.
- Experience working with feminist, women-led groups, or human rights groups
- Good business language skills in English
- Must have respect for diversity with effective communication skills
- Equipped with basic project management skills
- Prove commitment to women's human rights or in the broad area of human rights and social justice
- Demonstrate ability to organize, co-collaborate, and work virtually

How to apply

Please submit a cover letter and portfolio to equalsnow220@gmail.com by May 3rd, 2021. Women and young feminists are encouraged to apply. Please use this Consultant Rate Form to specify your rate for this duty in lump sum including VAT charges. Please note that this sum should cover all relevant costs including communications fees, subscription fees, etc.