



Terms of Reference (ToR) for Facilitator

Final KOMBOA Convening – North Africa (January 2026) – Morocco

1. Background and Context

Doria Feminist Fund worked through the KOMBOA project to empower and uplift different communities within the dynamic and broad demographic of North African women, girls, and gender-diverse peoples. Through evidence-based and community-informed strategies, KOMBOA advances gender justice and centres the lived experiences of its target communities, fostering a sense of hope and inspiration.

Specifically in **Egypt, Morocco and Tunisia**, Doria Feminist Fund has sought to:

- Support the actions of feminist community movements to protect fundamental freedoms and counter the rhetoric and actions of anti-rights and anti-gender actors through grant-making, networking, and the sharing of experiences.
- Demonstrate the effectiveness of feminist community movements in promoting an African society where every person can live in their community fulfilled, free, safe, and with dignity.
- Comprehensively resource feminist movement partners and enable their knowledge and expertise to inform our programming, fostering a sense of belonging and inclusivity.

The final KOMBOA convening in January 2026 will bring together all North African grantee partners to reflect on the achievements of the past two years, share challenges and lessons learned, and co-create sustainability plans for feminist movements in the region.

2. Objectives of the Meeting

The 3-day meeting will aim to:

1. Evaluate the implementation of the project

- Review achievements and outcomes of the grantees under KOMBOA (2024–2026).
- Highlight successful interventions, innovative strategies, and lessons learned.

2. Assess Challenges

- Identify the obstacles grantee partners have faced (political, financial, cultural, social).
- Discuss shared regional challenges, including shrinking civic space and anti-rights movements.

3. Document Successes and Stories of Change

- Capture narratives of resilience and transformation from different communities.



4. Develop Sustainability Plans

- Explore strategies for sustaining feminist organizing beyond the current grant cycle.
- Identify opportunities for regional collaboration, cross-learning, and collective advocacy.

5. Strengthen Networks and Solidarity

- Deepen solidarity and cross-border collaborations among feminist movements in North Africa.
- Build shared strategies to counter anti-rights narratives and actions.

3. Role of the Facilitator

The facilitator will be responsible for:

- **Meeting Design & Preparation**

- Co-create a detailed agenda with Doria Feminist Fund prior to the convening.
- Ensure the agenda is participatory, inclusive, and reflective of feminist values.
- Propose creative methodologies (storytelling, participatory evaluation, collective visioning) to engage participants.
- **Facilitation of the 3-Day Meeting**
 - Facilitate all sessions in a safe, inclusive, and respectful environment.
 - Guide discussions to remain focused while ensuring diverse voices are heard, especially young women, LGBTQ+ activists, and grassroots partners.
 - Create space for both structured evaluation and open, creative exchanges.
- **Documentation & Follow-Up**
 - Capture and summarize key discussions, challenges, successes, and recommendations.
 - Produce a **Facilitation Report** highlighting key outcomes and sustainability strategies (delivered within 2 weeks after the convening).

4. Required Profile and Qualifications

Regional & Language Requirement

- Based in and from **North Africa (Egypt, Morocco, or Tunisia)**.
- Fluent in **Arabic and English** (spoken and written). *French is an asset.*

Professional Experience

- Minimum 7 years of experience facilitating multi-day convenings, workshops, or strategic meetings.



- Demonstrated knowledge of and commitment to the feminist movement in North Africa, including women's rights, gender justice, and LGBTQ+ organizing.
- Experience working with civil society organizations, feminist funds, or grassroots movements in contexts of restricted civic space.
- Proven skills in participatory methodologies and inclusive facilitation.

Personal Competencies

- Strong alignment with **feminist values** and intersectional approaches.
- Excellent interpersonal and cross-cultural communication skills.
- Ability to manage sensitive discussions with neutrality, empathy, and respect.
- Strong analytical and writing skills to produce concise documentation.

5. Deliverables

- Pre-Meeting: Agenda, facilitation methodology, and meeting design (shared one month before the convening).
- During Meeting: Facilitation of the 3-day convening.
- Post-Meeting: Facilitation Report summarizing outcomes, challenges, successes, and sustainability strategies (submitted within 2 weeks).

7. Application Process

Interested facilitators are invited to submit the following:

1. Resume/CV highlighting relevant facilitation experience.
2. Financial proposal (daily rate or lump sum).
3. Two references/recommendation letters from organizations where they have provided similar services.

8. Submission Details

Applications should be sent by **(October 31st 2025)** to **(alia@doriafeministfund.org)** with the subject line:

"Application – Facilitator for KOMBOA Final Convening".