Organization for Women in Science for the Developing World (OWSD)

ICTP Campus – Strada Costiera 11 - 34151 Trieste - Italy
Phone: (+39 040) 2240210 - E-Mail: owsd@owsd.net - Web: www.owsd.net

OWSD TECHNICAL CONSULTANT – CALL FOR APPLICATIONS

Deadline to apply: <u>8 May 2025</u>
Start date: <u>13 May 2025</u>
Contract duration: <u>5 months (until 12 October 2025)</u>
✉ Apply by sending an updated CV + cover letter to: <u>wisdom@owsd.net</u>

The Organization for Women in Science for the Developing World (OWSD), a programme unit of UNESCO hosted by TWAS in Trieste, Italy, is seeking a Technical Consultant to provide high-level advisory and implementation support across three key areas: programme development, research and strategy, and operational coordination. The position is part of OWSD's broader strategic shift toward systemic impact and expanded support for displaced women scientists.

📎 Terms of Reference

Objectives

OWSD is currently undertaking a strategic shift aimed at aligning its work more closely with systemic change in the global scientific ecosystem and in advancing gender equality worldwide, moving beyond a sole focus on individual support for scientists. In this context, OWSD is embarking on an ambitious new phase of Research and Development and is seeking a Technical Consultant for a time-bound, advisory role intended to offer expert guidance and flexible, high-level support.

The advisory services are sought across three key components of work:

1. **Programme Development:** Technical advisory services are sought to support the exploration and development of institutional partnerships as a pathway to more sustainable and wide-reaching impact for organisational development, fundraising, and enhanced impact. This involves examining potential modalities of collaboration, developing a comprehensive engagement strategy, integrating results-based management (RBM) approaches, and identifying effective implementation methods, including appropriate contractual and operational tools. A key focus of this work is building long-term partnerships with universities and research institutions in the Global South, including co-developing training programmes, supporting institutional capacity building, and fostering enabling environments for women scientists to thrive in. This work builds on and will further develop the WISDOM programme for displaced women scientists as well as new modalities for PhD fellowships focused on selected partner institutes.

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2. **Research & Strategy:** support is required around development of a new area of work at the intersection of gender, education, migration, and science, with the aim of bringing about positive change through advocacy and generally developing a strategy to position OWSD as a leader in understanding and responding to the needs of displaced women scientists. Through the new GEMS (Gender, Education, Migration, and Science) initiative launching in 2025, OWSD will step up its existing research work around science in crisis, mapping experiences, identifying gaps in support systems, and informing advocacy. This work is laying the foundation for a broader gender transformative strategy and aims to strengthen the global scientific community's resilience and inclusivity in times of crisis.

3. **Strategic advisory services for project management and operational coordination:** strengthen planning, coordination, and implementation systems, ensuring alignment across activities, timelines, and deliverables of activities under selected projects in the OWSD portfolio. This includes advising on workflow design, risk management, reporting processes, and documentation practices that support effective collaboration between OWSD secretariat, implementing partners, fellows and other components of the OWSD ecosystem. The consultancy will also support the integration of results-based management (RBM) tools and help ensure that operational decisions reflect the program's strategic goals while assisting in expanding the project's reach, and amplifying advocacy efforts.

Deliverables

The consultant will provide consultancy services across the three key components mentioned above (i.e. programme development, research and strategy, and project management).

Specifically, the consultant will be tasked with the following deliverables:

1. Assist the OWSD coordinator and programme staff to design effective workflow systems for the two key OWSD programmes (WISDOM and GEMS) to improve efficiency, clarity of roles, and coordination across project activities.
   Milestone: 2 workflow systems

2. Assess the current set of implementation tools and processes used within the two programmes, including planning tools, reporting formats, and monitoring systems. Provide practical recommendations for improvement, enhancing the program's ability to track progress, measure outcomes, and adapt strategies effectively.
   Milestone: assessment and recommendations for improvement

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3. Design research components of new GEMS research and advocacy initiative, including activities that build on existing findings, deepen understanding of the intersection between gender, science, and displacement, and promote collaborative research between refugee scientists and partner institutions.
   Milestone: new GEMS research and advocacy research proposal

4. Conduct stakeholder mapping to strengthen partnerships and resource mobilisation for this new project. Identify and analyze relevant stakeholders including potential donors and institutional partners to enhance the programme's reach, diversity, and expertise across key areas of implementation.
   Milestone: mapping of stakeholders, donors and partners

5. Support the conceptualisation and early development of a related book and conference project. In particular, propose how to position OWSD as a thought leader at the nexus of gender, education, migration, and science by driving the development of a high-impact book and associated conference. Responsibilities include conceptual framing, initial content development, research, writing, reviewing, and editing texts in collaboration with OWSD and contributing partners.
   Milestone: Concept development for book and conference project

6. Co-develop training programmes with OWSD and partners: Work collaboratively with OWSD and its university partners to design and implement targeted training initiatives that address the needs of institutions working specifically towards inclusion of displaced women scientists in national education systems, while also supporting institutional capacity building of faculty at host institutions.
   Milestone: Design and facilitate at least one in person knowledge sharing, skills and network building workshop at partner institution

7. Facilitate knowledge sharing and partnership building among OWSD partner universities: Support the creation of structured opportunities for universities working with OWSD to connect, exchange experiences, and share best practices. This may include convening regular virtual or in-person meetings, organizing thematic workshops, and fostering collaborative networks to strengthen collective learning and institutional engagement across the programme.
   Milestone: Evidence of supporting communication between partner institutes

8. Support the development of a network for displaced women scientists: Contribute to the first design and initial structuring of a sustainable, inclusive network that connects displaced and refugee women scientists across regions. This includes advising on the

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network's purpose, governance, communication tools, and potential partnerships, with the goal of fostering peer support, professional opportunities, and collective advocacy.
Milestone: Support around establishing the foundation of a network for displaced women scientists

9. Contribute to a structured advocacy strategy to raise awareness of selected OWSD initiatives, including key messages, target audiences, communication channels, and engagement tactics to elevate the visibility of programmes and their focus. Identify advocacy and knowledge sharing opportunities at national, regional, and international levels, proposing partnerships with relevant stakeholders.
Milestone: Co-authored advocacy strategy

10. Contribute to the long-term sustainability of the above programmes by developing concept notes, and funding proposals.
Milestone: At least two concept notes and/or funding proposals

Payment Schedule

Payment will be made in four installments upon submission and approval of the following deliverables:

1. May 15, 2025 – Initial consultancy planning report (inclusive of workplan)
2. July 1, 2025 – First consultancy progress report
3. September 1, 2025 – Lump sum for travel-related costs to support in-person training workshop
4. October 10, 2025 – Second and final consultancy report

✅ How to Apply

Please submit the following documents by **8 May 2025:**

- ✓ An updated CV
- ✓ A cover letter detailing your relevant experience and interest in the role

✉ **Send to**: wisdom@owsd.net
Subject line: Application – OWSD Technical Consultant