

Call for Submission of Expression of Interest:

Diversity, Equity and Inclusion Expert Consultant

The Diversity, Equity, and Inclusion (DEI) Project Team at the Norwegian Refugee Council (NRC) is looking for a DEI expert consultant to conduct a short-term assignment. The assignment will focus on the design of a measurement framework of NRC's performance in improving DEI standards for its employees and in conducting a baseline study to establish the current status of that standard, globally. The consultant will be expected to review NRC's internal systems and processes, as well as conduct key informant interviews where these methods are relevant. The baseline will serve as a basis for creating a DEI framework proposal that identifies priority areas for improvement, measures, and reports on future progress. The baseline study should cover the following areas: recruitment, compensation and benefits, promotion, and representation in management forums and leadership positions. The consultant will also be tasked with highlighting critical informational gaps and will work with the DEI Project Team to propose alternatives.

The work is estimated to take approximately 40 days and can be completed remotely. The consultancy must be completed by December 4, 2020.

Consultant's profile:

- Minimum 7 years of experience designing, analysing, and working within the DEI sector.
- Proven track record in developing similar baseline studies or assessments.
- A familiarity with established and emerging DEI standards and best practices in the humanitarian and international development sector is required.
- Experience working as a mediator or as a facilitator of groups on sensitive subjects is strongly preferred.
- Additional professional linguistic capacities in Arabic, French, and/or Spanish is an asset.

Required documents in PDF:

- CVs (2-page maximum)
- Cover letter (1-page maximum – expressing interest for this consultancy and highlighting relevant experience)
- Proposal outline (4-page maximum inclusive of: baseline study approach, identification of documents required for review, compilation of a required interview list, and budget in euros)

Interested consultants should kindly submit their offers to amarachi.igboegwu@nrc.no by **October 16, 2020**.