



An initiative of CBM Global Disability Inclusion

Call for applications – Consultancy: Disability-Inclusive Humanitarian Consultant

1. Background

[CBM Global's Inclusion Advisory Group \(IAG\)](#) is an international network of advisors and associates which works in partnership with the disability movement to enable humanitarian actors to systematically include people with disabilities in crisis preparedness, response and recovery. This includes training and coaching to build institutional capacity; real-time technical support to improve performance; and knowledge generation to drive learning.

IAG strives for an inclusive and equitable world where people, organisations and institutions actively practice and promote inclusion and where everyone enjoys their human rights. We exist to assist others to put inclusion into practice.

In partnership with persons with disabilities and their representative organisations, IAG assists to create change in organisations and institutions through technical assistance, change facilitation, capacity strengthening and sharing evidence of what works. We work directly with organisations to show how commitments can be operationalised– at program, policy or organisational level and our advice and relationships are localised and backed up by global evidence and learning, networks and sector understanding. Our advice is amplified and informed by CBM Global's program work, demonstrating what works, and by our local to global advocacy that reminds decision makers about their obligations and commitments.

2. Rationale for the consultancy

The Australian team of the Inclusion Advisory Group (IAG) has identified disability-inclusive humanitarian action as one of our priority change areas, and we have been growing our portfolio of clients in this space.

Specifically, IAG is [partnering](#) with the UN [World Food Programme](#) (WFP) to ensure disability inclusion is at the heart of its efforts to address food insecurity. WFP is the world's largest humanitarian organisation, mandated to achieve "zero hunger", and delivered food-related assistance to 115 million people across 84 countries in 2020. The WFP Disability Inclusion Road Map, launched in 2020, outlines WFP's commitment to ensuring all WFP programmes reach people with disabilities. Demand for disability inclusion advice is growing rapidly within WFP, and to help meet this demand, IAG has established and is operating the new WFP Disability Inclusion Helpdesk.

The Helpdesk provides on-demand technical advice and training about disability inclusion to WFP employees around the world. For example, WFP employees can submit requests ranging from 'how to best consult people with disabilities in community engagement activities' to 'how to ensure that program activities are accessible to people with a diverse range of impairments' to 'how can I best collect disability-disaggregated data'.

CBM Global IAG advisors and consultants provide technical advice in the form of guidance of annotated tools, as well as broader support including the design of training and awareness sessions for WFP employees and the delivery of webinars on specific topics such as cash-based programming or disability-inclusive livelihoods. Advice and support is tailored to the specific situation, location and operational context, in recognition that what may be effective in one scenario may not be applicable in another.

IAG is searching for consultants who can join us in advising WFP on how to implement disability-inclusive humanitarian action.

3. Scope of the consultancy

One or more Disability-Inclusive Humanitarian Consultant will be engaged by CBM Australia. The Consultant(s) will work alongside CBM Global's IAG core team, as well as advisors and associates across the IAG network to:

- Provide ad hoc technical advice and/or peer review in response to helpdesk requests from WFP programme staff, within the required timeframe and allocated days scoped for each task;
- Support proactive and strategic capacity development activities for WFP programme staff and partners.

A Disability-Inclusive Humanitarian Consultant will be required to work up to 25 working days during the 6-month period from February 2022 to July 2022.

Duty station: Home based – any location where the consultant has legal right to work.

Type of appointment: Consultancy, approximately 25 working days.

Payment schedule: Payment based on monthly invoices.

Estimated start date: As soon as possible.

Estimated end date: 31 July 2022.

4. Required profile

Required skills:

- Expertise in disability inclusion.
- Experience in implementing humanitarian programmes and advising humanitarian agencies on how to apply disability inclusion in policy and programs in various humanitarian settings (protracted crisis, rapid onset etc.).
- Qualifications in humanitarian action, international development, human rights, or a related field.
- Demonstrated expertise in one or more of the following: capacity development, policy analysis, program development, organisational change, strategy development, human rights and/or research and evidence.
- Exceptional analytical, writing and expressive communication skills (in English).
- A high level of initiative, strategic thinking, and the ability to self-manage.
- A commitment to human rights and inclusion, and a respect for diversity.
- A track record of delivering high-quality results in a timely manner and according to agreed outcomes.
- Ability to work effectively with others, including an ability to constructively peer review the work of other advisors.

Desirable skills:

- Familiarity with the UN system as well as inter-agency humanitarian coordination mechanisms.
- Ability to work in UN languages other than English.

5. How to apply

The deadline for applications is Thursday 27 January 2022.

Interested candidates are invited to submit their application, consisting of an up-to-date Curriculum Vitae and cover letter to: careers@cbm.org.au