

"Men Engaged: Transforming Mindsets Against Toxic Masculinities and Building Community-based Champions for Women's SRHRs in Cameroon"

**TERMS OF REFERENCE FOR A FIELD COORDINATOR AND COMMUNICATION PERSON;
AMPLIFY CHANGE**

Project Title: Men Engage: *Transforming Mindsets Against Toxic Masculinities and Building Community-Based Champions for Women's Sexual and Reproductive Health and Rights (SRHR) in Cameroon*

Position: Field Coordinator and Communication Person

Number of Persons: 1

Project Location: Bangangte

Duration: November 2024 – October 2025

1. Background and Context

The ongoing Anglophone crisis in the North-West and South-West regions of Cameroon has led to significant socio-economic shifts, particularly in gender roles. The displacement of over 712,644 individuals, especially women, has resulted in women assuming more economic responsibilities in their households, which in turn has increased their vulnerability to Sexual and Gender-Based Violence (SGBV) and sexual exploitation.

The crisis has also placed a strain on host communities in neighboring regions such as the Littoral, West, and Centre regions, exacerbating the risks of SGBV and undermining women's access to essential Sexual and Reproductive Health and Rights (SRHR) services. To address these challenges, the Men Engage project seeks to transform mindsets regarding toxic masculinities and empower communities, particularly through the involvement of men and boys, to create an environment that supports gender equality, the reduction of SGBV, and the promotion of women's SRHR.

This Terms of Reference (ToR) outlines the roles and responsibilities for Field Coordinator and Communication person under the Amplify Change Project, who will be instrumental in driving these efforts in the

2. Objective of the Position

The Field Coordinators will oversee the operational activities of the Men Engage project in their assigned geographical areas. They will ensure that project interventions are implemented effectively at the community level, focusing on reducing SGBV, promoting positive masculinities, and building a sustainable network of champions for women's SRHR.

The Field Coordinators will serve as the project's key link between the local communities and the central management team, facilitating communication, monitoring progress, and ensuring project activities meet their objectives.

3. Key Responsibilities

3.1. Responsibilities as a field Coordinator



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i. Attending all project meetings (i.e. weekly coordination meetings, supportive supervision sessions, workshops and training). Meetings, where the community mobilizers and counsellors are absent, will require the field coordinators to relay the information communicated by the project team. In meetings where the community mobilizers and counsellors are to attend, the field coordinator has the sole responsibility to ensure all absolute attendance of all field actors.



ii. The field coordinator is responsible for engaging, managing and satisfying stakeholders and key influencers of the community. The field coordinator will introduce field actors to the community leaders, attend all meetings where these community leaders are invited (i.e., community dialogues) and convey information within the scope of the project.



iii. Provide virtual and onsite support and coaching to community mobilizers and community-based counsellors. The supportive supervision is most critical. Field coordinators are to appraise the sensitization provided by the community mobilizers with key messages and ensure case management processes incorporate IASC standards.



iv. Provide timely reports to the project team and other positive accountability practices.



v. The field coordinator is also responsible for relaying information to the DSP managerial staff from the project team.



3.2. Responsibilities Related to Communication

- Master the use of various social media platforms
- Attend all meetings and trainings for communication persons
- Provide monthly digital advocacy report as per the reporting template
- create bi-weekly social media content within project thematics
- store all project pictures in a safe google drive
- capture captivating stories from beneficiaries of the project and record most significant change
- attend weekly zoom meetings



4. Deliverables

- Monthly and quarterly activity reports, documenting field activities, progress, and outcomes.
- Data on community engagement, including the number of community leaders, men, and women involved in project activities.
- Monitoring and evaluation data, including feedback from beneficiaries and stakeholders.



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- Documentation of successful case stories where the project has led to measurable changes in attitudes toward toxic masculinities, gender equality, or SRHR.
- Regular updates on GBV incidents in the area, including referrals made and survivors assisted.
- Recommendations for ongoing project implementation and future interventions based on field experiences.



5. Targets

Indicator	Monthly Target	How long?	
Monthly social Media Engagements	At least 900 online persons reached	January to October	9.000
Number of Homes Visited for sensitization	120 households	January to October	1,200 homes
Number of Persons Sensitized in the community	720 persons	January to October	7,200 community members (including leaders and parents)
Number of youths in secondary schools between the ages of 13-25 years participating in CSE in schools	300 youths	January to October	3,000 youths
Number of parents willing to support CSE in schools	120 parents	January to October	1,200
Number of survivors identified and supported with GBV assistance	possibly 16 paid cases	January to October	Atleast 34 paid cases
Number of survivor casefiles	At least 16	January to October	Atleast 34 but all survivors should ave casefiled
Percentage of survivors provided with satisfactory services	Atleast 80%	January to October	Atleast 80%
Percentage Improvement of organizational capacity	N/A	January to October	30%
Number of persons participating in community dialogues	12	February, April, July, October	48 persons



6. Required Qualifications

- **Education:**
 - A degree in social sciences, public health, gender studies, development studies, or a related field OR any other qualification with vast experience in this area.
- **Experience:**
 - At least 2 years of experience in project management, community mobilization, or gender-based violence prevention programs.

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- Experience working with vulnerable and displaced populations, particularly in conflict or post-conflict settings.

- Proven experience in managing teams, coordinating community-based activities, and delivering results at the grassroots level.

- Skills:

- Strong project management skills, including planning, coordination, and reporting.

- Excellent communication skills, both written and verbal, with the ability to engage and inspire a variety of stakeholders, from community members to local government officials.

- Knowledge of gender-based violence, SRHR, and the dynamics of toxic masculinities.

- Ability to work in challenging environments, with experience in the

- Personal Attributes:

- Strong leadership, interpersonal, and problem-solving skills.

- High level of integrity, professionalism, and respect for confidentiality.

- Ability to work under pressure and in remote, difficult conditions.

- A passion for gender equality, women's empowerment, and the prevention of SGBV.

7. Location

The Field Coordinators will be based in the NorthWest with frequent travel to Bangangte the Project

8. Supervision and Reporting

The Field Coordinators will report directly to the Project Manager and work closely with other field staff, including Community-Based Counselors, gender specialists, and local partners. Regular coordination meetings and field visits will be conducted to monitor progress and provide support

9. Application Process

Interested candidates should submit their CV, cover letter, and any other relevant documents to email: hovuca@gmail.com

