

## TERMS OF REFERENCE (TOR)

### Consultancy: Capacity Strengthening of Research in Education Fellows on Gender, Technology, and Emerging Issues

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#### Introduction

Mizizi Elimu Afrika (formerly Zizi Afrique Foundation) is a nonprofit organization dedicated to improving foundational learning in Kenya and the region. Through the integration of evidence, policy, and practice, Mizizi leverages research as a driver of equitable, inclusive, and contextually grounded education systems. The organization envisions a world where all children and youth have the foundational skills to learn, thrive, and participate meaningfully in their communities.

#### Purpose of the Assignment

Mizizi Elimu Afrika, in partnership with Kenya Institute for Public Policy Research and Analysis (KIPPRA) established the Gender in Education Research Fellowship as part of its Organizational Gender Transformation journey. The Fellowship aims to strengthen the capacity of mission-driven leaders working at the intersection of Gender and Education to accelerate efforts to advance gender-transformative policies and practices in Kenya.

The program onboarded twelve research fellows from both government and non-government organizations. This diversity has ensured a rich blend of perspectives and institutional experiences, critical for addressing systemic gender inequalities. The fellows are engaged in monthly co-creation meetings designed to advance dialogue and collaboration on researchable areas in gender and education. These sessions focus on identifying the root causes of gender problems facing girls and boys, men and women, and on exploring innovative approaches to close gaps in policy and practice. Through the Fellowship, fellows have identified existing research gaps in Gender and Education in Kenya, refined their understanding of gender-transformative frameworks, and designed research topics that respond to pressing national priorities. Further, the Fellowship's training opportunities serve to build fellows' capacity on 5 co-created issues in Gender and education, including the intersection between gender, technology, and emerging issues.

#### Scope of Work

As technology continues to rapidly transform the field of education, work, governance, and social systems, its intersection with gender has become increasingly critical. Despite progress in digital access and literacy, gender disparities persist, influencing who benefits from technology, whose voices shape digital spaces, and whose risks are amplified by emerging tools for data-driven decision-making. In most cases, these disparities are enhanced by social norms, structural inequalities, and historical power dynamics that influence digital participation in education.

The consultancy is expected to design and deliver a training that integrates gender perspectives, technology applications, and emerging issues into education research. The consultant will be expected to facilitate interactive sessions that combine theoretical grounding with practical exercises, case studies, and global best practices.

The consultant will undertake a range of tasks aimed at strengthening fellows' capacity in the identified thematic areas. Specifically, the consultant will develop comprehensive training modules and materials, facilitate workshops and discussions, and provide illustrative case studies that highlight successful integration of gender and technology in education research. In addition, the consultant will prepare a resource toolkit that fellows can use as a reference in their future work. The consultancy will also include documentation of lessons learned and recommendations to guide institutional uptake and inform future programming.

The objective of the training is to:

- a. Strengthen fellows' understanding of the relationship between technology and gender, including digital divides, gendered risks, and opportunities in emerging tech ecosystems.
- b. Enhance fellows' ability to critically examine emerging issues such as AI ethics, data governance, online safety, digital rights, and tech-enabled violence.
- c. Equip fellows with lenses, tools, and frameworks to conduct gender-responsive and ethically sound technology-related research.
- d. Build capacity to generate and communicate policy-relevant evidence that informs gender-equitable digital transformation efforts in Kenya and the region.

## Key Responsibilities and Outputs

The consultant will:

- a. Co-create training content/curriculum with the Gender Research Fellows and Mizizi program team, aligning themes with current research, policy opportunities, and sector priorities.
- b. Design and facilitate a two-day practical workshop on gender, technology, and digital ecosystems
- c. Facilitate in-person sessions using participatory, adult-learning methodologies, case studies, and technology demonstrations where applicable.
- d. Guide on conducting ethical, contextually relevant, and policy-influencing research on technology and gender in Kenya and Africa.
- e. Deliver a detailed report, including a summary of the training design and delivery, assessment of strengthened capacities, lessons learned, and recommendations for future capacity work

## Qualifications and Desirable Skills

- a. Should have a PhD or a Master's degree ( in Gender Studies, Education Technology, Sociology, Public Policy, or a relevant field).
- b. At least 10 years of demonstrated expertise in technology and gender, digital inclusion, or emerging technology governance within the African context.
- d. Experience designing and delivering capacity-strengthening training for researchers, academics, or policy fellows.
- e. Strong facilitation and participatory training skills, with sensitivity to diverse gender, cultural, and socio-technical contexts.
- f. Demonstrated experience producing policy-relevant research related to technology, gender, or digital transformation.
- g. Familiarity with African and Global South discourse on digital justice, decolonial technology futures, and inclusive innovation.

## Duration

The Consultant will be engaged for about 5 days spread across the period, starting on **July 20th to 7th August 2026**

## How to apply

Interested and qualified candidates should submit:

- A cover letter expressing interest
- A detailed resume
- Three referees with contact information.

Applications should be received by email to [jobs@mizizielimu.org](mailto:jobs@mizizielimu.org) by **July 2nd, 2026**.

## Data Protection and Privacy Notice

By submitting your application, you consent to Mizizi Elimu Afrika collecting and processing your personal data for recruitment and selection purposes, in accordance with the Data Protection Act, 2019. Your information will be handled confidentially and will only be used for the purposes of this recruitment process