unicef | for every child

TERMS OF REFERENCE

Global Menstrual Health and Hygiene – Advocacy, Measurement and Learning Consultant

CONTRACT MODALITY	Individual Consultancy
DUTY STATION	Nairobi, Kenya (remote)
DURATION OF CONTRACT	18 months

Purpose of Assignment

Menstrual health and hygiene (MHH) is essential to the dignity, rights, health, education and well-being of girls and women. Despite increasing global attention and progress in national policies and programmes, significant gaps remain in access to MHH services, implementation, financing and accountability. MHH is also still insufficiently reflected in national monitoring systems, limiting the ability of governments and partners to understand progress and identify gaps in girls' access to MHH services.

Building on UNICEF's ongoing global work on MHH, this consultancy will support two complementary sets of deliverables.

The first will support the next phase of the Shared Agenda for Action on MHH, following its development and global consultation in 2025–2026. The consultancy will support development and implementation of an accountability framework and sign-up mechanism for the Shared Agenda, as well as global advocacy, partner engagement and key events. It will also provide technical support to countries to strengthen MHH monitoring, with a particular focus on the uptake and application of priority indicators for measuring whether girls' MHH needs are being met. Strengthening country-level monitoring will generate better data on progress and gaps in access to MHH services, support accountability for the Shared Agenda, and contribute evidence to inform global MHH monitoring, including monitoring undertaken by the WHO/UNICEF Joint Monitoring Programme (JMP).

The second set of deliverables will support the global component of the UNICEF–Kimberly-Clark partnership on menstrual, maternal and newborn health. The partnership takes a life-course approach to supporting girls and women from puberty and menstruation through motherhood and combines programme implementation, systems strengthening, evidence generation and advocacy. The consultancy will support stronger collaboration between WASH/MHH and Health; facilitate learning and exchange across the three countries implementing the MHH component of the partnership; consolidate and develop practical tools and resources to support country implementation; and synthesize and disseminate programme learning. This will enable country experience, lessons and innovations to inform programming and learning across the partnership and UNICEF's broader work on MHH and its linkages with adolescent and maternal health.

Scope of Work

Under the supervision of the WASH Specialist, the consultant will provide technical support to UNICEF's global work on menstrual health and hygiene across two complementary workstreams:

1. Shared Agenda for Action on MHH – accountability, advocacy, communications and monitoring

Building on the development and consultation of the Shared Agenda for Action on MHH, the consultant will support its implementation and use as a platform for collective action, accountability and advocacy. The consultant will:

- Develop and support implementation of an accountability framework and sign-up mechanism for the Shared Agenda, including mechanisms to capture commitments and track progress.
- Support global advocacy and engagement around the Shared Agenda, including organization of key events and engagement with governments, donors, development partners, civil society and private-sector partners, including strengthening structural coordination between UN agencies working on MHH.
- Provide technical support to countries to strengthen monitoring of MHH, with a particular focus on the uptake and application of priority indicators for assessing whether girls' MHH needs are being met and their integration into relevant national and sector monitoring mechanisms.
- Support content development and maintenance of Shared Agenda communications platforms, including website content, digital resources, stakeholder communications materials and knowledge-sharing products to maintain engagement and visibility around the Shared Agenda.

2. UNICEF–Kimberly-Clark partnership – advocacy, capacity strengthening and programme learning

The consultant will support implementation of the global MHH components of the UNICEF–Kimberly-Clark partnership, with a focus on developing practical global resources, strengthening linkages across MHH, adolescent health (AH) and maternal and newborn health and care (MNCH), and facilitating learning across participating countries. The consultant will:

- Develop a global advocacy toolkit with adaptable evidence, messages and materials for global, regional and country use, including around key advocacy moments such as Menstrual Hygiene Day and International Day of the Girl.
- Review, consolidate and organize existing training materials into a cohesive set of global training materials and tools that can be adapted by regional and country programme managers and frontline workers, centred around the journey of a girl from menstruation through adolescence and motherhood.
- Synthesize and disseminate programme learning, evidence and innovations from participating countries into policy briefs, global learning reports and other knowledge products, including learning relevant to MHH, adolescent health and maternal and newborn health and care.
- Facilitate regular knowledge-sharing webinars and technical exchanges with country teams to share programme learning, emerging approaches and implementation experience and strengthen exchange across countries and technical areas.

Work Assignments Overview	**Deliverables/Outputs**	**Delivery deadline to complete the deliverable**
1. Develop and operationalize the Shared Agenda accountability framework and sign-up mechanism	Shared Agenda accountability framework and sign-up mechanism finalized and launched, including agreed indicators/milestones, partner commitment mechanism, and process for tracking and reporting commitments and progress.	30 June 2027 – 60 days
2. Support global advocacy, stakeholder engagement and events around the Shared Agenda	At least 4 global Shared Agenda advocacy/engagement events (online or in person) supported, including development of agendas and technical content, coordination with speakers/partners, and a brief record of key outcomes and agreed follow-up actions for each event.	31 December 2027 – 30 days

3. Strengthen country-level monitoring of MHH	At least 2 countries supported to take up priority indicators for girls' MHH, including integration into an existing or planned national/sector monitoring mechanism where feasible; and one synthesis brief produced documenting country uptake, lessons and recommendations to inform global MHH monitoring.	31 December 2027 – 30 days
4. Develop and maintain Shared Agenda communications and knowledge content	Shared Agenda communications platforms maintained and updated throughout the consultancy, including updated website content and development/publication of at least 6 digital, stakeholder communication or knowledge-sharing products supporting implementation and visibility of the Shared Agenda.	31 December 2027 – 15 days
5. Develop a global advocacy toolkit under the UNICEF–Kimberly-Clark partnership	One global advocacy toolkit finalized and disseminated, including adaptable key messages, evidence and advocacy materials for global and country use and materials for at least 2 priority advocacy moments, including Menstrual Hygiene Day and International Day of the Girl.	31 May 2027 – 30 days
6. Consolidate global training materials and tools around the journey of a girl	One consolidated global training package finalized, drawing on existing MHH, adolescent health and maternal/newborn health resources and organized around the journey of a girl, with adaptable modules/tools for use by regional/country programme managers and frontline workers.	30 June 2028 – 30 days
7. Synthesize and disseminate country programme learning and innovations	At least 1 policy/learning brief produced and disseminated, synthesizing programme experience, lessons and innovations from the three MHH countries, including relevant linkages across MHH, adolescent health and maternal and newborn health and care.	30 June 2028 – 25 days
8. Facilitate cross-country knowledge sharing and technical exchange	At least 2 cross-country knowledge-sharing webinars/technical exchanges facilitated, with participation from relevant country teams and technical colleagues; key lessons and agreed follow-up actions documented after each exchange and consolidated in a short end-of-year learning summary.	30 June 2028 – 10 days

Payment Schedule:

Payment will be made on submission and acceptance of deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

Important Notes

- Individuals engaged under a consultancy or individual contract will not be considered "staff members" under the Staff Regulations and Rules of the United Nations and UNICEF's policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.
- The selected candidate is solely responsible for ensuring that the health insurance (and visa if applicable)

required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.

- UNICEF offers reasonable accommodation for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT

Minimum requirements:

- Education:
    - Advanced university degree in Public Health, Environmental Health, Social Sciences, Political Science, Development, or related field.
- Work Experience:
    - At least seven years of experience working in a field related to menstrual health and hygiene (MHH), including global and/or multi-country programming.
- Language requirement:
    - Must be fluent in English. Knowledge of French or Spanish is considered an asset.
- Skills:
    - Excellent understanding of MHH programming, including current evidence and approaches, policy and systems strengthening, monitoring and measurement, advocacy, and key global and national stakeholders.
    - Excellent written and oral communication skills, with demonstrated experience developing technical, advocacy, training and knowledge products for different audiences.
    - Experience facilitating consultations, advocacy activities and knowledge exchange with diverse stakeholders, including governments, development partners, civil society and country programme teams.
    - Demonstrated capacity to work in a dynamic environment coordinating across multiple countries, teams and sectors, including WASH, health, education and gender.

Desirables:

- Prior experience working for UNICEF or another United Nations agency is an added advantage.