

Terms of Reference

Technical Climate Change Partner

for the BRAVE Programme: Breaking Barriers, Building Equality

About Plan International

Plan International is a children's rights and humanitarian organisation that improves the lives of the most vulnerable children, especially girls. Plan International strives for a just world where the rights of all children are fulfilled. Politically and religiously neutral, Plan International was founded in 1937 and began its activities in Finland in 1998. Plan International works in more than 80 countries.

Background

The impacts of climate change are gendered, and in many low- and middle-income countries, girls and young women in all their diversity face the double burden of declining gender equality and the brunt of the climate crisis.¹ Because of cultural practices and prevalent gender norms, girls and women are responsible for providing food, energy and shelter at the household level, leaving them more vulnerable at times of periodic food insecurity. Climate-induced hazards lead to school closures, limit access to healthcare and contraceptives, lengthen the period of seasonal food shortages and cause forced migration. Weak household and individual resilience to external shocks compounds already poor Sexual and Reproductive Health and Rights (SRHR) outcomes, and evidence links this to the climate crisis.² Data shows that Sexual and Gender Based Violence (SGBV) and unintended teenage pregnancies increase at times of environmental disasters, and climate risks and shocks also increase the prevalence of sexual exploitation and abuse among women and girls.³ Girls are less able to prepare for crises when their schooling is interrupted prematurely; even a short-term crisis can permanently alter their lives because returning to school afterwards is difficult.⁴ While incidents of Child Early and Forced Marriage and Unions (CEFMU) are most common during periods of food insecurity, climate-induced shocks are likely to push more families than before to marry their daughters early to alleviate resource gaps during hardship.⁵ Because the climate crisis exacerbates existing inequality, those already facing SRHR barriers are often more impacted by climate change. Discriminatory social and gender norms mean that girls and women, as well as those marginalised by race, sexuality, gender identity, disability, ethnicity, and economic status, are often more affected by climate impacts and have the fewest resources to cope.⁶ The climate change strategies integrated into the BRAVE programme intend to reduce climate vulnerability and strengthen the programme's intended SRHR outcomes.

¹ Zimbabwe, Lao PDR and Ethiopia scored lower in the Gender Equality Goal (SDG 5) in 2022 compared to the scores in 2019.

² Among others: Women Deliver (2021) *The Link Between Climate Change and Sexual and Reproductive Health and Rights An Evidence Review* [weblink](#); Burns, P., and Mutunga, C. (2024) *Addressing the Impact of Climate Change on Sexual and Reproductive Health Among Adolescent Girls and Young Women in Low- and Middle-Income Countries*, *Glob Health Sci Pract.* 2024 Feb 28;12(1): e2300374. doi:10.9745/GHSP-D-23-00374; Djoko, C. (2024) *The disproportionate impact of climate change on women's health: GFO issue 443* [2024-01-24](#)

³ Plan International (2022) *Violence against women and girls in the context of climate crisis* [weblink](#)

⁴ *Real Choices Real Lives: Climate Change and Girls' Education* (2023) [weblink](#)

⁵ *Beyond prevalent social and gender norms poverty and economic pressures contribute to CEFMU, when families alleviate financial burdens or improve economic security through bride price or reduced household size (situational analysis Lao PDR project outline 2025).*

⁶ Plan International (2022) *Violence against women and girls in the context of climate crisis* [weblink](#)
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The BRAVE Programme: Breaking Barriers, Building Equality (BRAVE) empowers adolescents and youth to make informed decisions about their futures and have control over their bodies in communities where they are safe and supported. Floods, heat waves, wildfires, cyclones, extreme wind, landslides and water scarcity are the most common environmental and climate-related hazards in the target areas of the development cooperation projects under BRAVE implemented in Ethiopia, Mozambique, Uganda, Zimbabwe, Laos, and Myanmar. These projects benefit adolescents and young people aged 10-24. In addition to adolescents and young people, the target groups include government representatives and decision-makers, as well as government employees, such as health service providers and teachers. Parents, caregivers, family members, religious and cultural leaders, civil society actors, private sector actors, health service providers from CSOs, and teachers from CSOs are reached to build an enabling environment for improving adolescent SRHR. The programme is based on a vibrant civil society that holds duty-bearers accountable to girls' rights. It strengthens civil society organisations and community-based organisations and supports women- and youth-led movements to challenge power structures and promote social and gender-norm change towards gender equality and inclusion. BRAVE builds resilient, inclusive communities that address multiple forms of inequality, including impacts of the climate crisis on adolescent SRHR.

The programme integrates climate resilience with SRHR by assessing risks and applying resilience strategies.⁷ Key components of the climate resilience in the BRAVE programme include:

- **Climate education:** BRAVE will conduct climate education to increase knowledge on climate change and its intersections with ASRHR as part of CSE and parenting curricula and strengthen awareness and capacities of AY and communities for climate action and environmental stewardship.
- **Continuity of and access to services:** BRAVE will strengthen contingency planning, disaster risk response strategies and preparedness to enhance the capabilities of SRH service providers to continue providing ASRH services and ASRHR information to AY during climate-related disruptions and other hazards.
- **Community resilience:** BRAVE will strengthen adaptation measures and coping mechanisms at the community level, involving community structures and promoting active participation of youth and persons with disabilities in DRR response.
- **Advocacy:** BRAVE will engage in policy dialogue and support the active participation of CBOs and youth-led movements in advocating for SRHR policies that recognise climate risks and climate/DRR policies that integrate SRHR, ensuring the voice of AY and vulnerable groups is heard in the policy process and when improving the implementation.

Objectives of the assignment

We seek an experienced **technical expert organisation** to support the climate change component of the BRAVE programme, with a focus on building the capacity of staff from Plan International and partner organisations in Ethiopia, Mozambique, Myanmar, Zimbabwe, Laos and Myanmar. In close coordination with the Senior Climate Change Advisor at Plan International Finland and other thematic advisors, the organisation selected for this task will provide technical support for implementing climate change and climate resilience strategies within the BRAVE programme. Technical assistance is provided intermittently, based on assessed needs, over a two-year period from August 2026 to July 2028.

Specific objectives:

1. Strengthen the capacity of Plan International and partner staff in understanding technical concepts and practical applications towards quality programming in climate change, disaster risk reduction, green livelihoods and environmental sustainability.

⁷ Plan International (2020) Pathways to Resilience Framework [weblink](#)
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2. Ensure climate and resilience strategies applied at the project level focus on the most critical climate risks in the target areas, leverage existing networks and climate champions and take advantage of the ongoing opportunities for policy engagement.
3. Support Plan International in analysing the progress and documenting the climate change-related results of the BRAVE programme.

Proposed approach and methods

We expect the organisation to:

1. In collaboration with Plan International Finland and the Senior Climate Change Advisor, develop and agree on a specific task description for each contribution.
2. These jointly agreed 1–2-week tasks with specific outputs could include, but are not limited to
 - Identifying capacity-building needs based on planned programme strategies and country-specific opportunities to strengthen climate change adaptation, climate resilience, disaster risk reduction, green livelihoods and environmental sustainability.
 - Training and mentoring project staff and partners, with a focus on SRHR experts and youth economic empowerment experts.
 - Contributing to the ongoing learning, documentation of good practices, analysis of the progress, as well as the dissemination of program results.

Key deliverables

- Delivery of 80-90 days of consultancy services (mostly trainings) within the duration of the service period 2026-2028 (ca. 30-50 days/year) according to the agreed workplan, and task descriptions.

Ethics and safeguarding

- The consultant selected for the task must adhere to Plan International's Global Policy: Safeguarding Children and Young People.
- By tendering, participating in a tender, cooperating or taking part in a programme under contract with Plan International Finland, the consultant selected for the task declares its commitment to the prohibition of collaboration with parties subject to sanctions imposed by the EU or the UN, to fund-freezing decisions made by Finnish authorities, or to any other applicable restrictions. The service provider warrants that it or its circle of beneficiaries is not subject to sanctions imposed by the European Union, the United Nations (UN) or asset-freezing decisions imposed by Finnish authorities. The supplier must independently ensure that the funds are not used in violation of applicable international sanctions.
- The tender can be rejected, or the agreement can be terminated with immediate effect if the service provider is encumbered by a mandatory or discretionary exclusion criterion referred to in Finnish or EU legislation on public procurement or a sanction imposed by the European Union or the United Nations. The tender can also be rejected or the agreement terminated if the agreement arrangements or the implementation of the agreement involve bribery or corresponding unlawful activity.

Timeline

This is an approximately 80-90-day working assignment scheduled to start in July 2026 and be completed in June 2028, including approximately 30-50 consulting days within a year. The contract is renewed annually, based on performance. The day-to-day manager and primary contact for the task will be Katja Pellini at katja.pellini@plan-international.org.

Required capacities

We seek an experienced national NGO with a proven track record of delivering high-quality climate change programming and/or technical assistance within the context of international development cooperation, with a focus on promoting the rights of children, adolescents, and youth.

Organisations from the following countries: Uganda, Ethiopia, Zimbabwe or Mozambique have a priority. A minimum level of previous work experience in supporting gender-transformative climate change strategies and ASRH is required. Previous work assignments or partnerships with Plan International are a plus.

Preferably, we seek a team with the following competencies:

- **Climate education expert** with a track record of advising and/or delivering climate change education, or education on disaster risk reduction, with a focus on gender and inclusion.
- **Climate change technical expert** with a track record of advising and/or delivering technical support on climate change assessments, risk assessments on climate and environmental impact and risks, as well as strategies for climate change adaptation.
- **Environmental sustainability expert** with a track record of promoting low-carbon development and environmental sustainability in the context of project implementation and in rural livelihoods.

All experts must have advanced proficiency in English. Other languages of countries listed above are a plus.

How to apply?

Interested organisations are required to submit:

- 1) a brief description of the organisation with a list of key references/past projects supported, demonstrating the needed capacity,
- 2) a short description of the organisation's/teams' approach in supporting gender transformative climate change programming and capacity-building initiatives on climate change, as well as
- 3) CVs of proposed experts and all-inclusive daily rates per expert.

Deadline for applications **15th of May 2026**. Enquiries and further information: katja.pellini@plan-international.org.

Please note that applications will be reviewed on a rolling basis, and we reserve the right to select a suitable candidate before the submission deadline.