

## **TERMS OF REFERENCE**

### **Consultant for the Ministry of Internal Affairs of Ukraine (70% position)**

#### **Implementation of UN Security Council Resolution 1325 – Women, Peace and Security**

**The Global Security Sector Foundation (GS-F) is seeking a highly qualified National Consultant (Ukraine) (70% position) to support the implementation of UN Security Council Resolution 1325 within the Ministry of Internal Affairs of Ukraine.**

#### **I. Background and Introduction**

The reality in all of our project countries is that the security sector is dominated by men. The gender problem in these police organisations is particularly striking. However, traditional role models and discrimination still exist. Further measures are needed to raise awareness, break down institutional barriers and increase women's participation in various sectors.

To support their institutional consolidation efforts to empower women and possible EU integration plans, initial approaches or follow-up concepts in the area of gender should therefore be implemented.

#### **II. Project details**

Since 2024, GS-F has been implementing the project “Equalforce” in Ukraine and Moldova on behalf of the German Federal Foreign Office. The project strengthens gender equality within security sector institutions by:

- enhancing institutional capacity to prevent and respond to gender-based violence
- promoting women’s leadership in security services
- supporting reforms in line with European standards

In Ukraine, advancing the Women, Peace and Security (WPS) agenda remains a strategic priority, particularly within the Ministry of Internal Affairs (MIA).

The primary objective of these projects is to promote gender equality within civil security authorities and Ministries of Internal Affairs. This will be achieved through targeted training, awareness-raising initiatives, technical assistance and the exchange of best practices to promote

the integration of women in police. Together, we want to strengthen the security sectors in these countries and build comprehensive cooperation to promote gender equality and peace.

The aim is also to enable a supra-regional network on gender equality in the security sector to operate on a permanent basis.

### **III. The GS-Foundation - About Us**

The GS-Foundation is a German non-profit organisation dedicated to building effective, accountable and democratic security sector institutions in countries affected by instability or conflict. Our vision is to support our partners in ensuring their own national security and stability. The German government's 2019 Inter-Ministerial Strategy to Support Security Sector Reform forms the basis of our work.

Our teams around the world are staffed primarily by former senior law enforcement officials. We adhere to internationally recognised human rights standards at all levels of our work and pursue the concept of human security. Our work therefore has a strong focus on addressing the security needs of all citizens and on gender equality.

Our project activities range from advising on national reform and security strategies, training and equipping security forces, to facilitating dialogue between security institutions and society.

### **IV. Duties, Responsibilities and Scope of Work of the Local Staff**

The consultant will provide analytical and practical support to strengthen gender equality and institutional implementation of UNSCR 1325 within the MIA system.

#### **Key Responsibilities**

- Conduct legal and regulatory analysis on gender equality within the security sector
- Develop internal procedures for handling discrimination, sexual harassment, and gender-based violence cases
- Analyse women's participation in security governance and decision-making structures
- Develop recommendations on work-life balance and institutional gender equality measures
- Provide policy recommendations and practical implementation guidance
- Present findings to institutional stakeholders when required

The scope of work must be well embedded in national organisational structures and national plans, and strongly adhere to the principles of local ownership and sustainability. Local staff will

work under the overall supervision of the GS-Foundation Director, the GS-Foundation Project Leader and the responsible GS-Foundation Project Manager.

**V. Qualifications of the Consultants**

- Minimum 5 years of relevant professional experience in gender policy, security sector reform, or related fields
- Proven experience in policy analysis and drafting analytical reports
- Strong knowledge of UNSCR 1325 and the Ukrainian gender equality framework
- Familiarity with the Ukrainian security sector (experience with MIA is an asset)
- Excellent analytical and communication skills
- Fluency in Ukrainian and excellent English language skills
- Experience working with governmental institutions and international partners
- Governmental or security sector experience is considered an advantage.

**VI. What we offer**

- Direct contribution to Ukraine's reform and EU integration process
- Engagement in high-level institutional development processes
- Cooperation with international and governmental stakeholders
- A meaningful assignment within a dynamic reform environment

**VII. Application**

Does this tender appeal to you? Then we look forward to receiving your letter of motivation, together with your CV and – if available- references or relevant work samples.

We are committed to diversity in our organization and welcome applications from all talented individuals, regardless of age, gender/gender identity, cultural and social background, world view or identity. Applicants with severe disabilities who have the same qualifications will be given preferential consideration in accordance with the law.

Please send your application by e-mail by 20 March 2026 to [hr@gs-foundation.com](mailto:hr@gs-foundation.com).

If you have any further questions, please do not hesitate to contact us.