



# Women's perspectives

Female journalists are  
mastering the crisis

dw-akademie.com

## **Terms of Reference (ToR) for trainers (m/f/d) – training modules for female journalists in Iraq**

**DW Akademie** would like to recruit freelance trainers in Iraq to conduct and implement training modules for 20 female journalists, within the framework of the following project.

### **Project:**

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**The project aims to strengthen the presence of women in public discourse. Female journalists in Iraq, Yemen and Sudan are trained in core journalistic skills as well as in specialized sectors to strengthen them for the male-dominated labor market.**

- Project: Women's perspectives: Female journalists are mastering the crisis
- Commissioned by: The Federal Foreign Office of Germany
- Implemented by: DW Akademie
- Location: Erbil
- Project objectives:

In a first part of qualification measures with analogue and hybrid trainings in Iraq, the participants will be trained in core journalistic competences. In a later stage we are planning trainings in specialized fields of journalism.

### **Introduction:**

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DW Akademie is Deutsche Welle's center for international media development, journalism training and knowledge transfer. Our projects strengthen the human right to freedom of expression and

unhindered access to information. DW Akademie empowers people worldwide to make independent decisions based on reliable facts and constructive dialogue.

### **Training module topics:**

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Research, journalistic writing skills, storytelling, journalistic ethics and more.

### **Roles and responsibilities of the Trainers:**

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In close coordination with the project manager, the Trainers will perform the following tasks within the agreed upon timeframe to be specified in the contract.

- Designing and developing a functional model of the hybrid/on the ground session modules together with an expert trainer
- Design a trainer matrix in cooperation with the external trainer and have clearly defined objectives and learning outcomes of each workshop on the course
- Prepare and provide engaging teaching materials
- Conducting and leading the training modules, in English or Arabic or Kurdish, in cooperation with co-trainer or e-facilitator
- Coaching the participants in the production of own media content

### **Trainer's profile:**

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- Journalistic and training experience with demonstrated experience in the above-mentioned topics
- To help co-trainers and e-facilitators streamline and simplify tasks while still delivering a targeted and flexible training program customized to the different needs of trainings' participants
- The ability to work in a trainer team
- Strong organizational skills and attention to detail
- Experience in conducting training sessions, also online, on the chosen topic
- Extensive knowledge of the media development sector
- Excellent interpersonal communication skills including experience of facilitation of trainings sessions and workshops
- Excellent communication and written skills in English, Arabic or Kurdish would be an asset
- Applications of female trainers are highly encouraged

## **Deadline and submission of expression of interest:**

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We look forward to receiving your application – expression of interest (EoI), which should include the following documents:

- Cover letter: A summarized description and the intended methodology highlighting how your skills and experience makes you suitable for this training, including any methodological, analytical considerations as well as other aspects you deem relevant for the successful conduct of this review.
- Curriculum Vitae (highlighting work experience and qualifications relevant to this assignment).
- An overview of your training topics.
- Daily fee rate (eight working hours).

DW Akademie invites interested trainers to submit the documents by 21<sup>st</sup> September 2022, 23:59 PM via the following email:

[dw-akademie.iraq@dw.com](mailto:dw-akademie.iraq@dw.com).

Subject: Iraq – Trainer

### **For further information please contact:**

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