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## Terms of Reference (ToR)

### Community Mobilizers (4 Positions)

### “Strengthening Palestinian Civil Society’s Capacity for Democratic Engagement, Inclusive Dialogue, and Community Resilience” Project

#### Position Title: Community Mobilizer (4 Positions)

#### Locations:

- Bethlehem
- Nablus
- Ramallah
- Gaza

#### Contract Type: Full-Time Employment Contract

#### Contracting Organization: Palestinian Working Woman Society for Development (PWWSD)

**Project:** Strengthening Palestinian Civil Society’s Capacity for Democratic Engagement, Inclusive Dialogue, and Community Resilience – Funded by Expertise France (European Union)

**Contract Duration:** From 01 February 2026 until 10 September 2026

**Deadline for Submission:** 25 January 2026

#### 1. Background on PWWSD

The Palestinian Working Woman Society for Development (PWWSD) is a leading feminist, human rights-based civil society organization established in Palestine in 1981. PWWSD works to promote gender equality, social justice, and the full realization of women’s human rights across economic, social, political, and legal spheres.

Through its integrated, rights-based approach, PWWSD combines community mobilization, advocacy, capacity building, research, and direct service provision to strengthen democratic participation and social cohesion in Palestinian society.

#### 2. Project Background

The project “Strengthening Palestinian Civil Society’s Capacity for Democratic Engagement, Inclusive Dialogue, and Community Resilience” aims to enhance civic space protection, promote democratic participation, and strengthen inclusive community dialogue mechanisms.

The project specifically seeks to:



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- Protect and expand civic space through rapid-response mechanisms and documentation of violations;
- Strengthen women's and youth participation in public and political life;
- Promote inclusive intra-community dialogue through dialogue platforms and Shadow Councils;
- Enhance women's visibility and voice in decision-making processes;
- Support grassroots and women-led organizations through sub-grants and capacity development.

Community-level mobilization is a core component of the project to ensure meaningful participation and sustained community engagement.

### 3. Purpose of the Position

PWWSD seeks to recruit four (4) Community Mobilizers to support field-level implementation of project activities across the designated governorates.

The Community Mobilizers will strengthen engagement with women, youth, grassroots initiatives, and local stakeholders to ensure inclusive participation in project interventions aligned with the project's democratic and rights-based objectives.

### 4. Scope of Work

Under the supervision of the Project Coordinator, the Community Mobilizer will:

#### A. Community Engagement and Mobilization

- Mobilize women, youth, and community stakeholders to participate in project activities.
- Build and maintain working relationships with local civil society organizations, community leaders, and grassroots groups.
- Ensure inclusive participation, with particular focus on women and youth.

#### B. Implementation of Project Activities

- Support the organization and facilitation of dialogue sessions, workshops, community meetings, and public events.
- Assist in the implementation of civic engagement and dialogue initiatives at community level.
- Follow up on community-led initiatives emerging from project activities.

#### C. Documentation and Reporting

- Maintain accurate documentation of activities (attendance sheets, photos, field notes).
- Prepare periodic field reports outlining progress, challenges, and recommendations.
- Contribute to monitoring indicators related to participation and engagement.

#### D. Coordination and Compliance



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- Coordinate with the central project team to ensure alignment with the project work plan.
- Ensure adherence to PWWSD policies, safeguarding standards, and Do No Harm principles.
- Promote ethical engagement and gender-sensitive approaches in all activities.

## 5. Expected Outputs

- Effective mobilization of community members across assigned governorate.
- Timely implementation of project activities at field level.
- Monthly field progress reports submitted.
- Contribution to achievement of project outputs related to civic participation and inclusive dialogue.

## 6. Required Qualifications

- Bachelor's degree in social sciences, community development, sociology, or a related field.
- **Minimum one (1) year of professional experience** in community mobilization, grassroots work, or civil society engagement.
- Strong understanding of the local context in the assigned governorate.
- Experience working with women and/or youth is highly desirable.
- Strong communication, facilitation, and organizational skills.
- Ability to work independently and within a team.
- Commitment to human rights, gender equality, and democratic participation principles.
- Fluency in Arabic; English proficiency is an asset.

## 7. Employment Modality

This is a **full-time employment contract** for the duration of the project period (01 February 2026 – 10 September 2026).

Performance will be monitored through agreed work plans, monthly reporting, and contribution to project indicators and outputs.

## 8. Ethical Commitment and PSEA Policy

The Palestinian Working Woman Society for Development (PWWSD) is fully committed to preventing all forms of Sexual Exploitation and Abuse (SEA). Any practices that fall under this category by employees, volunteers, or contractors working with the organization are strictly prohibited.



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PWWSD adopts the United Nations definitions of SEA as outlined in document ST/SGB/2003/13:

- **Sexual Exploitation:** Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another.
- **Sexual Abuse:** The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

All PWWSD employees, volunteers, partners, and contractors are obligated to report any suspicions, allegations, or confirmed incidents of SEA through the organization's secure reporting mechanisms. Compliance with PWWSD's Code of Conduct and PSEA policies is mandatory under this contract.

The selected consultant will be subject to vetting procedures, including reference checks. Upon selection and prior to contract signature, the consultant will be required to read and understand PWWSD's official [PSEA Policy](#) and to sign the PSEA Self-Declaration Form. Failure to comply with these requirements constitutes grounds for contract termination.

## 9. Application Requirements

Interested candidates must submit:

- Updated CV
- Cover letter indicating motivation and preferred location

Applications must be sent to: [jobs@pwwsd.org](mailto:jobs@pwwsd.org)

Email subject line: **Community Mobilizer – [Governorate]**

Only shortlisted candidates will be contacted.