



## Terms of Reference:

### Photographer Mentor

### Mentoring support and technical advice for Young Women's Leadership photographers (Creative Content Fund)

#### *Background*

CARE Vanuatu's Young Women's Leadership Program, generously supported by the Australian Aid Program, is supporting emerging ni-Vanuatu women leaders to become change makers.

Established in 2017, the YWLP works with young women aged 18-30 to develop their skills, confidence and motivation to lead action for gender equality and ending violence against women and girls. Participants are supported through a 12 month program which includes workshops to build their self-confidence, skills and knowledge; 'action projects' within the participants' own networks, internship opportunities and mentoring from experienced ni-Vanuatu women leaders. CARE Vanuatu also engages with participants' family members and intimate partners to encourage their support. There are now 82 present and past participants of the program and a growing alumni network.

Program reflections and a midterm review found that participants experience increased self-esteem, self-confidence, skills and knowledge to lead and advocate for change in Vanuatu. They are doing this in their households, their relationships, among their peers, in their communities and also at a national level. Their actions range from encouraging reflection on gender roles in their own households, working on income generation activities with women in their community, leveraging their internships to gain full time employment, or participating in a variety of advocacy and influencing initiatives such as being selected to join the national Youth Parliament. All participants find their own path to applying the skills, knowledge, self-esteem and self-confidence they gain through the program.

To help tell these stories of change, CARE will engage a small group of four emerging female ni-Vanuatu photographers (graduates or current participants of the YWLP) to capture images of YWLP participants applying what they learnt through the program within their own lives and writing short descriptions of how the young women are acting as advocates for change and as female leaders. A professional female ni-Vanuatu photographer will also be engaged as a mentor to provide technical advice and support. The stories of these young women photographers will in turn be captured by the mentor and become part of the wider narrative.

#### *Purpose of the Consultancy*

To support emerging female ni-Vanuatu photographers to document stories of change from the YWLP. This will include:

- Facilitating a photography workshop to prepare the 4 emerging photographers including refining creative concepts, professional tips and tricks, safety and ethics, scheduling and planning (with CARE support).
- Accompanying emerging photographers on photo shoots offering real-time support and troubleshooting and at the same time documenting their stories as they work. Each emerging photographer will be participating in two half day photo shoots.
- Assisting with postproduction and editing photos and narrative (with CARE support). This includes supporting each young photographer to select and edit appropriate images for their photo essays.

### *Expected Deliverables*

- A photo essay comprising of eight images from each young photographer (four per subject), telling the stories of up to eight YWLP participants and/or alumni (up to two per young photographer), along with a 500 word accompanying text for each of the 8 YWLP participants and/or alumni captured for the photo essays.
- Photo essay comprising of eight images and 500 words of accompanying text telling the story of the 4 young photographers.
- One day photography training and creative concept development workshop

### *Indicative Timescale*

May Week 1	Announce the opportunity and select up to four participants and a professional mentor (led by CARE).
May Week 3	Initial workshop to develop creative concepts, share professional tips and tricks, and plan logistics
May Week 4, June Week 1	Photo shoots and interviews
June Week 2-4	Post production
June	Submission

### *Desired Skills and Experience*

The Photographer Mentor requires:

- Proven experience and skills in photography including postproduction
- Proven experience mentoring and training young photographers
- Experience and skills in workshop facilitation
- Strong writing and storytelling skills
- Good understanding of gender inequality in Vanuatu and challenges facing young women.

- Experience working and mentoring young women a strong advantage
- Strong time and project management skills
- Commitment to CARE's Code of Conduct, including Child Protection and Prevention of Harassment and Sexual Exploitation

### ***Expression of Interest***

Expressions of Interest should include:

1. A maximum 1-page cover letter including a statement of capability introducing the consultant and how the skills and competencies described above are met using concrete examples.
2. Current CV of the consultant including relevant examples of photographic work
3. Daily fee rate

Expressions of interest and requests for further information should be submitted to Sylvain Malsungai at the following email address: [sylvain.malsungai@careint.org](mailto:sylvain.malsungai@careint.org). Applications close 12th May 2021 at 17.00 (Vanuatu Standard Time).

**Approved by Sharon Alder, Program Director**