

Terms of Reference – Design and Development of Interactive Tableau Visuals for the Goal Accelerator Programme

ABOUT WOMEN WIN

Founded in 2007, [Women Win \(WW\)](#) is a global multi-dimensional women's fund guided by the vision of a future where every girl and woman* exercises their rights. WW collaborates with diverse partners to increase the assets, access, voice, and agency of women and girls around the world. Our work focuses on investing in and providing support for a diverse global portfolio of partners. We also aim to influence a wide range of cross-sector stakeholders and broker unusual partnerships. Women Win works to advance girls' and women's rights amidst the scarce resources currently available for feminist movements.

Our programmatic work is distributed across three “Brands” which all serve WW's overall vision, but each with their own unique mission:

- **GRLS:** Advance the playing field that progresses gender equity in sport & through play;
- **Win-Win Strategies:** Build bridges to advance girl's and women's economic resilience through impactful partnerships and holistic approaches.
- **Ignita:** Resource feminist initiatives, activists and movements to drive change on their own terms by offering a safe and responsive infrastructure.

WW's work is also supported by:

- our **Finance and Operations** team which delivers outstanding back of the house services that are pivotal in driving our strategy and growth;
- our **Learn** team which drives learning, innovation and knowledge management;
- our **Influence** team which focuses on resource mobilisation, thought leadership and communications coordination across the organisation.
- our **People & Culture** team which focuses on Women Win's values and leadership ethos to create and maintain a unique and fun working environment and sustain a diverse, thriving team.

ABOUT THE GOAL ACCELERATOR PROGRAMME

[Goal Accelerator](#) (GA) is a sport-powered, gender-responsive economic resilience initiative within the **GRLS Brand** that aims to create concrete pathways and steps for disadvantaged girls and young women to obtain decent employment, earn an income, and become economically resilient. GA is delivered through local Implementing Partners across five countries: the United Kingdom, Mauritius, Pakistan, Sri Lanka, and Malaysia.

Implementing Partners (IPs) support young women through three key phases of the programme, equipping them with soft and technical skills, connecting them to

employment and entrepreneurship networks, and providing access to jobs and business opportunities. The programme phases are:

1. Ready to Learn - Participants are guided through the Goal Accelerator curriculum to develop a foundation of leadership, rights-awareness and other essential life and soft skills.
2. Ready to Earn - After completing the Learn Phase, participants select either the employability or entrepreneurship pathway, receive technical skills training alongside work readiness, employability, and entrepreneurship skill development.
3. Ready to Lead - An optional third phase for programme alumni, which fosters continued leadership development and provides role models for new participants.

Women Win is seeking a consultant to develop and design interactive Tableau dashboards that enhance data analysis, data visualisation, reporting and decision-making within the GA programme. Additionally, the dashboards should incorporate predictive modelling using programmatic data to generate deeper insights into the factors contributing to the programme's success and learning.

RESPONSIBILITIES/POSITION OUTLINE

Core responsibilities include but are not limited to:

- Conduct an inception meeting with programme staff to understand the Goal Accelerator programme, its key performance indicators (KPIs) and specific data needs.
- Assess available programme data to determine its quality, relevance and usability
- Clean and transform data to ensure accuracy and consistency for analysis
- Design and develop an interactive Tableau dashboard, incorporating predictive models that use statistical analysis to predict future scenarios. For this programme, the predictive models will predict programme outcomes based on the routine data collection.
- Test and refine developed tableau visuals based on feedback from programme staff.
- Train programme staff to equip them with skills to effectively use the dashboard.

DELIVERABLES

- Interactive dashboard in line with the needs of the programme, designed for long-term sustainability and with a scalable architecture
- Technical documentation of the outputs developed

- Detailed process documentation, outlining the steps taken in dashboard development, including data sourcing, transformation, and visualisations
- User guides for programme staff
- Training for programme staff

TECHNICAL REQUIREMENTS OR KNOWLEDGE AND SKILLS

- Fluency in English (spoken and written); additional languages are a plus.
- Proven expertise in design and delivery of Tableau dashboards.
- Strong skills and knowledge in statistical data analysis.
- Demonstrated knowledge and skills in data management and analysis.
- Ability to work independently and collaboratively with a global team.
- Understanding of feminist impact measurement principles is a plus.
- Cultural awareness and the ability to engage effectively in an international, diverse environment.
- Sound project management skills, including experience in designing work plans and managing deadlines and deliverables.
- Curious mind-set and adaptable working style.

TERMS OF THE CONSULTANCY

- **Location:** The consultant is expected to work mainly CET hours to connect with programme staff, but home base is flexible.
- **Duration and period:** The estimated time for the consultancy is 28 days. This consultancy would start in May and be completed at the end of June.
- **Status:** Consultants are expected to have the necessary authorisations to work as an independent contractor in their country of residence. If you are based in the Netherlands, you will need to be registered with the Dutch KvK (Kamer van Koophander) and have the necessary authorisations to work as an independent contractor.

HOW TO APPLY

Interested candidates are encouraged to apply as soon as possible, no later than the **28th March, 2025**. Please submit the following to c.chikuni@womenwin.org with “Goal Accelerator – Tableau Consultant” in the subject line:

- Expression of Interest outlining how your knowledge, experience and skills fit this profile, an estimated project plan, timeline and hourly/daily rate.
- Resume/CV in English.
- Sample work output from previous engagement

Notes

Women Win strives to be a diverse and inclusive organization. For us, this translates to creating an environment where everyone can bring their authentic selves to work and make it easy for others to do the same. We encourage applicants with diverse backgrounds and experiences to apply.

When we collect your personal information as part of an application or offer of employment or consultancy, we do so in accordance with industry standards and best practices and in compliance with applicable privacy laws. WW is committed to offering reasonable accommodations to applicants with disabilities. If you need assistance or an accommodation due to a disability, please contact us at hr@womenwin.org.