

I. Contract Overview

Reference Number:	TOR-VNM-2025-XXX
Consultancy Title:	National Consultant on technology-based solutions for gender equality and gender-based violence
Location:	Home Based
Travel:	Travel required
Practice Area:	Ending Violence against Women
Category (Eligible applicants):	External
Post Type and Level:	National Consultant VNM2 (UN-EU Cost Norm 2022) ¹
Starting Date:	1 November 2025
Duration of Contract:	from 1 November to 28 February 2026

II. Consultancy Assignment

1. Background/Context

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

The United Nations Entity for Gender Equality and the empowerment of Women (UN Women), grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

Placing women's rights at the center of all its efforts, UN Women leads and coordinates United Nations system efforts to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world. It provides strong and coherent leadership in support of Member States' priorities and efforts, building effective partnerships with civil society and other relevant actors.

In Viet Nam, UN Women contributes to the development objectives of Viet Nam's Socio-Economic Development Plan and the National Strategy for Gender Equality. Its Country Strategy Note for 2022-2026 is aligned to the upcoming UN Sustainable Development Cooperation Framework (CF) 2022-2026 and is focused on supporting Viet Nam's fulfilment of Gender Equality commitments under The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the promise of the 2030 Sustainable Development Agenda to "leave no one behind". The key priorities of UN Women in the 2022-2026 period are:

- By 2026, people in Viet Nam, especially those at risk of being left behind, will benefit from and contribute to safer and cleaner environment resulting from Viet Nam's effective and gender responsive mitigation and adaptation to climate change, disaster risk reduction and resilience building, promotion of circular economy, the provision of clean and renewable energy, and the sustainable management of natural resources.
- By 2026, people in Viet Nam, especially those at risk of being left behind, will contribute to and benefit equitably from more sustainable, inclusive and gender-responsive economic transformation based on innovation, entrepreneurship, enhanced productivity, competitiveness, and decent work;
- By 2026, people in Viet Nam, especially those at risk of being left behind, will have benefited from and have contributed to a more just, safe and inclusive society based on improved governance, more responsive

institutions, strengthened rule of law and the protection of and respect for human rights, gender equality, and freedom from all forms of violence and discrimination in line with international standards.

Across the 3 areas of priorities, under the context of digital transformation in Viet Nam, UN Women is supporting partners in the development of different technology based solutions and cyber security initiatives aimed at promoting gender equality, empowerment of women and ending all forms of gender-based violence against women including technology facilitated gender-based violence. UN Women Viet Nam is looking for an IT expert consultant to support partners and provide UN Women's quality assurance across the technology based solutions.

2. Description of Responsibilities/ Scope of Work

The objectives of the consultancy are the following:

- Provide strategic advice to UN Women's partners and UN Women programme managers on the development of technology-based solutions to enhance organizational effectiveness and reach.
- Strengthen the application of human rights standards and international best practices in the digital tools and systems by partners, that UN Women is supporting to prevent and respond to violence against women through innovative applications of technology, including addressing technology-facilitated violence.
- Identify, analyze, and recommend effective management of risks associated with technological tools, platforms, and approaches to support prevention, reporting, protection, and response mechanisms related to violence against women.
- Ensure all technological solutions are grounded in human rights, digital safety, privacy, and ethical considerations, with particular attention to the needs and experiences of women and girls.

In particular, the consultant is expected to provide expert analysis, recommendations, and support to UN Women in the following areas:

- Review of existing technology applications and platforms in the world addressing violence against women, including technology-facilitated gender-based violence (TFGBV), mapping gaps and opportunities for UN Women Viet Nam, advise on emerging trends in digital risks, data protection, privacy, and ethical AI as relevant to UN Women's mission and mandates.
- Review of current UN Women supported applications such as the S-App in Da Nang and the model of E-PeaceHouse and identification of areas for improvement.
- Development of recommendations for embedding user feedback and generating monitoring reports to guide decision making and system improvements especially for the S-App in Da Nang and the model of E-PeaceHouse that UN Women plans to implement.
- Technical support for monitoring, evaluation, and learning (MEL) frameworks to assess effectiveness of technological interventions especially for the S-App in Da Nang and the model of E-PeaceHouse.
- Capacity building for UN Women staff and partners on digital literacy, online safety, and responsible use of technology.

Deliverables

The consultant must ensure the quality, standard, and satisfaction of deliverables to be submitted to UN Women within the given timeline.

Deliverables	Expected completion time	Payment Schedule (optional)
• Inception Report: Detailing understanding of mandate, proposed methodology, work plan, and timeline (Due within 2 weeks of contract start). • Assessment Report: Comprehensive review and analysis of UN Women’s current digital transformation efforts, and technology applications in VAWG and TFGBV especially the S-App in Da Nang and the model of E-PeaceHouse , including gap and opportunities analysis and recommendations for improvement. • Strategic Recommendations: A set of actionable, context-specific recommendations for leveraging technology in UN Women’s prevention and response to violence against women, with a focus on TFGBV especially for the S-App in Da Nang and the model of E-PeaceHouse based on the review of existing technology applications and platforms addressing violence against women, including technology-facilitated gender based violence (TFGBV) .	31 December 2025	10 January 2026 (60%) 10 March 2026
• Capacity Building Materials: Training modules, presentations, and resources for staff and stakeholders on digital literacy and technology in VAWG prevention and response. • Advice/ inputs for monitoring, evaluation, and learning (MEL) frameworks to assess effectiveness of technological interventions especially for the S-App in Da Nang and the model of E-PeaceHouse	28 February 2026	(40%)

Consultant’s Workplace and Official Travel

This is a home-based consultancy. As part of this assignment, the consultant may be required to travel to selected provinces. Work related travel of UN Women’s consultants are considered as official mission and will be arranged by UN Women, in line with UN Women’s Consultant Contract Policy, UN Women Duty Travel Policy and UN-EU cost norm.

III. Competencies

Core Values:

- Respect for Diversity
- Integrity
- Professionalism

Core Competencies:

- Awareness and Sensitivity Regarding Gender Issues
- Accountability
- Creative Problem Solving
- Effective Communication
- Inclusive Collaboration
- Stakeholder Engagement
- Leading by Example

Please visit this link for more information on UN Women's Core Values and Competencies:

https://www.unwomen.org/en/about-us/employment/application-process#_Values

IV. Required Qualifications

Education and Certification:

- Degree in information technology, computer science, information systems; software programming
- A Diploma in combination with two additional years of qualifying experience may be accepted in lieu of the university degree

Experience:

- Minimum of 3 years' experience in information technology systems/ tools, and implementation in international, multi-stakeholder environments.
- Demonstrated expertise in the design and application of technology for social impact, preferably
- Creativity and the ability to translate complex technology technical information into practical recommendations for non-technical audiences.

Languages:

- Fluency in English is required.

V. Criteria for Evaluation

The total number of points allocated for the technical qualification component is 100. The technical qualification of the individuals is evaluated based on the following technical qualification evaluation criteria:

Technical Evaluation Criteria	Obtainable Score
A. Education • Degree in information technology, computer science, or a related field; • A Diploma in combination with two additional years of qualifying experience may be accepted in lieu of the university degree	20%
B. Work Experience	70%

- Minimum of 3 years' experience in digital transformation, technology strategy, and implementation in international, multi-stakeholder environments (25%). - Demonstrated expertise in the design and application of technology for social impact (25%). - Strong analytical skills and the ability to translate complex technology trends into practical recommendations for non-technical audiences (20%).	
C. Language skills Fluent in English	10%
Total Obtainable Score	100%

Only the candidates who have attained a minimum of 70% of total points will be considered as technically qualified candidates who may be contacted for validation interview.

V. How to Apply

Interested candidates are requested to submit electronic applications no later than 10/10/2025 Ha Noi time via UN Women E-recruitment system attached with the following required documents:

- Personal CV or P11 (P11 can be downloaded from:**
<https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/About%20Us/Employment/UN-Women-P11-Personal-History-Form.doc>)
- A cover letter (maximum length: 1 page)

*NOTE:

* Documents required before contract signing:

- The medical statement from the physician certifying good health to work and travel. (This is not a requirement for RLA contracts).
- Copy of Health Insurance Card
- Completed UNDSS BSAFE online training course.
EN: <https://agora.unicef.org/course/info.php?id=17891>
- Release letter in case the selected consultant is government official.

* Regarding application submission:

- Applications received incomplete or after the closing date will not be considered.
- Only successful applicants will be contacted to be advised of the next phase of the recruitment process.
- All applications will be treated in the strictest confidence.

UN Women is committed to achieving workplace diversity in terms of gender, nationality and culture.

People from minority groups, indigenous groups and people with disabilities are equally encouraged to apply.

At UN Women, we are committed to creating a diverse and inclusive environment of mutual respect. UN Women recruits, employs, trains, compensates, and promotes regardless of race, religion, color, sex, gender identity, sexual orientation, age, ability, national origin, or any other basis covered by appropriate law. All employment is decided on the basis of qualifications, competence, integrity and organizational need.

If you need any reasonable accommodation to support your participation in the recruitment and selection process, please include this information in your application.

UN Women has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UN Women, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. All selected candidates will be expected to adhere to UN Women's policies and procedures and the standards of conduct expected of UN Women personnel and will therefore undergo rigorous reference and background checks. (Background checks will include the verification of academic credential(s) and employment history. Selected candidates may be required to provide additional information to conduct a background check.)