

Terms of Reference

Consultancy Call for Women’s Energy Livelihood Project Design

1. Background

The Ethiopian Women in Energy Association (EWiEn) is a dynamic civic association dedicated to empowering and connecting female professionals in Ethiopia’s energy sector. Its mission is to empower women for impactful and lucrative careers in energy, connect professionals to opportunities, networks, and partnerships, spotlight women’s achievements and contributions to the sector, and advance innovation and economic development by ensuring women’s leadership and participation in energy transitions. EWiEn plays a catalytic role in bridging gender gaps in energy policy, practice, and enterprise development. It works closely with government institutions, utilities, private sector actors, and development partners to ensure that women are not left behind in Ethiopia’s energy transformation.

The Empowering Women in Energy Association project, funded by GIZ, is an initiative aimed at strengthening EWiEn’s institutional capacity in gender equality, leadership, coordination, research, and economic development within Ethiopia’s energy sector. Among its components, one focuses on addressing the underutilization of mini-grids due to limited uptake of productive use of energy (PUE). Women face structural, financial, technical, and social barriers that hinder their ability to leverage energy access for income generation.

To address this, EWiEn seeks to hire an experienced consultant to conduct a gender-responsive assessment and project design phase at the Koftu mini-grid site operated by Ethiopian Electric Utility (EEU). The consultancy will generate evidence on viable PUE opportunities and barriers limiting women’s participation, ensuring that the subsequent pilot, which will be developed and implemented based on the assessment findings and project design recommendations, is responsive, inclusive, and sustainable.

2. Objective of the assignment

To conduct a **gender-responsive assessment** that:

- Assess gender gaps and barriers affecting women’s participation and systematically analyze barriers to women’s productive energy use.
- Identify viable PUE opportunities for women.
- Systematically analyzes barriers to women’s productive energy use.

- Develops a context-specific pilot project design for women-led PUE enterprises in the Koftu mini-grid area.

3. Scope of work/tasks

- Conduct a comprehensive field survey in the Koftu mini-grid area to map existing energy usage patterns and identify gaps in productive utilization.
- Assess local economic activities, market systems, demand/supply conditions, and value chain opportunities relevant to the productive use of electricity.
- Identify sectors and business opportunities with strong potential for women-led and women-benefiting PUE enterprises, considering local context, skills, and market demand.
- Analyze barriers and constraints faced by women in accessing energy, finance, productive equipment/technologies, markets, inputs, skills, and business development support.
- Identify and recommend energy-efficient and economically viable PUE technologies suited to the site.
- Conduct cost-benefit and financial viability analysis for shortlisted PUE models.
- Assess implications of proposed PUE activities on mini-grid demand growth, load profile improvement, and long-term sustainability.
- Develop a detailed project design document for the pilot phase.
- Define the selection criteria for 10 women beneficiaries.

4. Expected deliverables

- Inception report with methodology and work plan.
- Draft assessment report.
- Final PUE assessment and opportunity mapping report.
- Financial viability analysis of shortlisted PUE models.
- Detailed pilot phase project design document with implementation roadmap and scaling recommendations.
- Defined selection criteria for women beneficiaries.
- Presentation of findings and recommendations, including gender and social inclusion analysis.

5. Duration and Timeline

The assignment is expected to take **2 months**, starting from the date of signing the contract. The consultant will work closely with EWiEn's technical team and submit deliverables within the agreed timeline.

6. Reporting Line

The consultant will report directly to the Program Coordinator and will coordinate closely with the other EWiEn team as required.

7. Required Qualifications and Experience

- Master's degree in Renewable Energy, Electrical/Energy Engineering, Economics, Rural Development, Agribusiness, Business Administration, or related fields.
- Minimum 5 years of relevant professional experience in PUE, mini-grid or rural electrification projects, socio-economic and market assessments, value chain and financial viability analysis, women's economic empowerment, and gender-inclusive programming.
- Proven experience in conducting field surveys, stakeholder consultations, and preparing analytical reports.
- Demonstrated knowledge of energy-efficient productive use technologies and rural enterprise development.
- Experience developing project design documents, beneficiary selection criteria, and monitoring and learning frameworks.
- Strong analytical, communication, facilitation, and report-writing skills.
- Knowledge of local contexts is an advantage.

8. Submission guidelines

- Email your Technical and financial proposal with the necessary supporting documents to: career@ewien.org.
- Subject Line: Consultancy: Women's Energy Livelihood Project Design
- Submission Deadline: June 24, 2026, at 5:00 PM (EAT)

The application will be reviewed on an ongoing basis. Late or incomplete submissions will not be considered.

- **Qualified Women and persons with disabilities are encouraged to apply**