



## RE-ADVERTISED

### Terms of Reference

#### **Consultancy to Develop Training Curriculum and Tools for the South Sudan Council of Churches (SSCC) based on the SSCC Capacity Strengthening Framework (CSF)**

**Background:** The South Sudan Council of Churches (SSCC) is an ecumenical body for the churches in South Sudan including membership of the Episcopal Church of South Sudan, the Sudan Interior Church, Catholic Church, the Presbyterian Church of South Sudan, the Africa Inland Church, Sudan Pentecostal Church, South Sudan Presbyterian Evangelical Church and Coptic Orthodox Church. The SSCC structure is built based on institutional and ICCs structures with their membership drawn from member churches. The churches have long history of engaging in peacebuilding in South Sudan. In its current formation, it was founded in 2013, but its history dates to the late 1960's, when Sudan Council of Churches (SCC) was established to cover both South Sudan and Sudan. SSCC creates a platform for consultation and collective action by churches in South Sudan on issues of common interest, and functions as a medium through which the church seeks to enhance the spirit of ecumenical cooperation. SSCC has a presence throughout the country and its networks reach people through the national office in Juba, regional offices in Equatoria, Bahr-el-Ghazal and Upper Nile areas, and inter-church committees (ICC). These consist of representatives from the highest to the lowest levels of the church governing system.

The church in South Sudan has had an influential role in solving conflicts, reconciling parties and building trust and confidence between communities, and this is the historical experience that it continues to build on and base its credibility on. The SSCC has a strong legacy of leading peace negotiations, reconciliation and advocacy processes, including in relief and rehabilitation throughout the Sudanese civil wars. For example, NSCC, the fore-runner of SSCC is credited as the architect of the 'people to people' peace process in Sudan that was instrumental in contributing to the cessation of violent conflict in Sudan leading up to the signing of the 2005 Comprehensive peace Agreement (CPA). Reconciliation is at the core of what the SSCC and its member churches stand for. Nevertheless, the SSCC has also had challenges in its organizational history, but through the new leadership appointed in early 2015, and the subsequent restructuring of its finance, human resource and programme departments, the ecumenical body has started to regain its operational strength and capacity. These organizational challenges have been addressed through the accompaniment of SSCC supporter's Core Group<sup>1</sup>, which is a support mechanism consisting of ACT Alliance and Caritas Network partners. The Core Group is the advisory body of the APP.

As part of the organizational strengthening process, SSCC with support from Christian Aid has developed a Capacity Strengthening Framework to aid the implementation of the Action Plan for Peace (APP). The framework provides the SSCC with a more systematic way to assess and invest in the capacity of its operational structures, in particular to support a consistent approach to strengthening the capacity of ICCs in core skills. However, to effectively operationalize the framework, there is still a need to develop training modules and tools based

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<sup>1</sup> The core group members are Christian Aid, Norwegian Church Aid, Finn Church Aid, Catholic Relief Services, CAFOD & Trocaire Partnership, PAX and SSCC

on SSCC methodologies to equip SSCC structures to be able to implement the APP (e.g. including skills in conflict resolution, advocacy, mediation, trauma healing). The curriculum and tools should enable a consistent understanding of approaches and practice in these areas throughout the SSCC structures, but also be adaptable to varying local contexts and requirements. It is important that the curriculum and tools should be tailored towards identifying strengths as well as gaps and is useful for both informing capacity development plans and assessing changes over time in the levels of SSCC structures.

The SSCC structure consists of a national secretariat, regional and local area ICCs structures with membership drawn from seven-member churches.

**Objectives of the assignment:** The main aim of this consultancy is to develop Training curriculum and Tools for the South Sudan Council of Churches (SSCC) based on the developed Capacity Strengthening Framework (CSF). The curriculum and tools will ensure uniformity across the different layers and structures of the SSCC (secretariat, regional and ICCs) when assessing and conducting training on capacity building.

**Specifically, the objectives of this consultancy are to:**

**Suggested objectives:**

Based on the SSCC Capacity Strengthening Framework (CSF), work with the SSCC and Core Group to develop the training curriculum and modules based on capacities required to implement the APP (as per existing approaches and practice);

1. Organize and facilitate a validation and familiarization workshop with SSCC and partner staff on developed curriculum and tools.
2. Conduct a TOT to SSCC program staff and selected ICC leaders on the new capacity strengthening curriculum and tools.
3. Develop appropriate reporting formats to be used at SSCC to report on capacity development work to reflect the new curriculum and tools.

**Scope of work:** It is expected that the consultant will undertake the following tasks:

1. **Training products:** training curriculum and tools, tailored to fit SSCC’s capacity strengthening framework for advancing full operationalization of the APP.
2. **Validation and Familiarization Workshop:** Conduct a workshop with SSCC staff and relevant partners, to test and discuss the clarity and feasibility of the curriculum and tools
3. **TOT Training:** Based on the approved tools conduct a TOT with SSCC program staff and selected ICC leaders.
4. **Revise curriculum and tools:** Finalise the curriculum and tools, in line with feedback received. Changes/refinements to SSCC’s Capacity Strengthening Framework may also be necessary.

**Expected Outputs/ Deliverables**

The following deliverables are expected from this assignment:

1. Approved Capacity Strengthening Training Curriculum
2. Approved Capacity Strengthening Training Tools
3. Approved assignment report
4. Approved TOT training report

**Schedule:** It is expected that the work will take up to approximately 13 working days, as outlined in the following schedule:

| Task   | Max working days | Date (tbc) |
|--|------------------|------------|
| 1. Document review   | 1 Day            |            |
| 2. Develop curriculum and tools  | 14 days          |            |
| 3. Conduct validation and familiarization Workshop on curriculum and tools | 1 day            |            |

|                                      |        |  |
|--------------------------------------|--------|--|
| 4. TOT training                      | 2 days |  |
| 5. Revise/finalise curriculum, tools | 2 days |  |

### **Budget**

The estimated budget for the assignment should include:

- Professional Fees
- Travel expenses (if any)
- Communication costs (internet connection, airtime) if applicable.
- Tax and any other relevant cost related to and required for the proper conducting of the assignment as per all the objectives and requirements detailed in the present ToR.

### **Consultants Profile/ Experience.**

- At least eight years' experience working in organizational and capacity development, with demonstrable expertise in areas relevant to the Action Plan for Peace (i.e. peacebuilding, reconciliation, advocacy)
- Master's degree in organizational development or peacebuilding/conflict resolution, MBA or related field.
- Sound knowledge of organisational development and capacity building of Faith Based Organizations in conflict and post conflict settings. Good understanding of the role ecumenical body in fostering peace
- Experience in designing and/or using organisational capacity curriculum and training tools in areas of advocacy, reconciliation and neutral forum.
- Experience working with Faith Based Organizations
- Must be a South Sudanese consultant or local South Sudan research firm.

### **Lines of Communication**

The consultant will report to CA Programme Manager who will supervise this assignment with support from SSCC's Head of Programs. The curriculum, tools and reports associated with this assignment are to be written in clear, plain English and be edited and presented to a high standard, acceptable to SSCC. The consultant will provide electronic versions of all reports.

### **Protection of beneficiaries and other programme participants**

Christian Aid has a Safeguarding Framework that includes Staff Code of Conduct and a Child Protection Policy which have been developed to ensure the maximum protection of programme participants and to clarify the responsibilities of CA staff, consultants, visitors to the programme and partner organization, and the standards of behaviour expected of them. In this regard, it is the responsibility of the consultant to demonstrate commitment to strictly adhere to Christian Aid's Code of Conduct and Child Protection Policy. The consultant has the responsibility to ensure that any persons hired, used or consulted during the process are made familiar with the policies and commit to abide by them during execution of this work. Any candidate offered a contract with Christian Aid will be expected to sign Code of Conduct and Child Protection Policy as an appendix to their contract. By doing so, candidates acknowledge that they have understood the contents of policies and agree to conduct themselves in accordance with the provisions of these two documents

### **How to Apply**

Applicants should submit Technical (in Pdf format) and Financial proposals including CVs, three referees and copies similar reports for previous work conducted by consultant from similar assignments to: [JubaProcurement@christian-aid.org](mailto:JubaProcurement@christian-aid.org) before **26<sup>th</sup> July 2019**

In your submission, include the 'Development of SSCC Capacity Strengthening Curriculum and Tools'. The assignment is expected to take place from July to August 2019