

TERMS OF REFERENCE

CONSULTANCY FOR TRANSFORMATIONAL LEADERSHIP TRAINING PHASE-TWO

Background

The Norwegian People's Aid's (NPA) Civil Society Development Programme (CSDP) is implementing activities with local civil society partners and networks in South Sudan. The CSDP is funded by the Norwegian Agency for Development Cooperation (NORAD) and Swiss Agency for Development and Cooperation (SDC). Initiatives under the ongoing programme support civil society activities, to reduce inequalities, and strengthen the organizational and institutional capacities of local civil society partners. The initiatives under the programme are implemented in several locations across the country under the thematic areas of land and resource rights; youth rights; media rights, and women's rights.

Consultancy Summary

In August 2022, NPA through a consultant delivered a phase-one of a Transformational Leadership Training to CSDP partners' and staff representatives. In this current call, NPA is seeking a consultant(s) or an organization to provide phase-two training on Transformational Leadership with emphasis on Allyship, Advocacy, and Activism for its civil society representatives and staff. The consultant will provide training to prepare civil society leaders with vital core leadership skills, and even more importantly, a deep understanding of the reason and purpose for using the core skills to excel in leadership roles.

The training on Transformational Leadership (with emphasis on Allyship, Advocacy, and Activism) will be tailored to help current and emerging civil society leaders gain a solid understanding of the key principles of leadership and new set of insights and competencies that will be required of them in the organizations of today and tomorrow.

The consultancy will be carried out in Juba in South Sudan.

Key Responsibilities:

The consultant will provide customized and South Sudan contextual Transformational Leadership Training (with emphasis on Allyship, Advocacy, and Activism) that will achieve the following learning objectives for the civil society leaders:

1. Understand and recognize themselves as leaders
2. Learn what effective leaders practice consistently
3. Engage and find balance among the leadership roles they need to play
4. Communicate clearly, effectively, and persuasively as a leader

5. Understand the fundamentals of teams and team leadership
6. Establish clear performance expectations to confront poor performance
7. Increase their ability and commitment to develop and empower others
8. Increase their personal productivity and self-mastery

To achieve these responsibilities, the consultant(s) will:

- Develop a training course content that is dynamic, fast-paced, and content-rich. The course content will consist of practical lectures, role plays, video dramatizations, case studies, and self-revealing instruments/questionnaires.
- Develop learning methodologies will be enhanced through active participation in individual and group exercises followed by debriefings to expand understanding and make the learnings come alive.
- Pre and Post-course assessments will be used to measure the effectiveness of this training and the pre and post skill and ability of participants.

Note: The target audience will be of mixed leadership capacities therefore materials will need to be written in simple and straightforward language and include appropriate facilitation techniques reflecting South Sudanese context. The target audience will include people who are differently abled.

Deliverables

- Inception report outlining Transformational Leadership Training methodology (with emphasis on Allyship, Advocacy, and Activism).
- Training of civil society leaders on Transformational Leadership- with emphasis on with emphasis on Allyship, Advocacy, and Activism.
- Pre and Post-course assessment reports skills and ability of participants.
- Final report including toolkits, training materials, and action plan.

Required Skills and Experience

- Must have at least 5 years' experience in Transformational Leadership for civil society in fragile contexts.
- Must have a sound understanding of South Sudan context, especially in relation to leadership dynamics.
- Familiarity with a wide range of capacity building techniques and training methodologies.
- Proven ability to work collaboratively and build consensus across diverse sets of leadership skills
- Excellent oral and written English skills
- If the applicant is an organization/ firm/company it must be legally registered.

Reporting: The consultant will report to the Programme Manager Civil Society Development Programme (CSDP).

Timeline: The consultancy will take 15 calendar days.

Application

Interested applicants should submit the following documents:

- 1) Technical Proposal; and
- 2) Cost Proposal.
- 3) Legal documents (*registration certificate, Tax Identification Number (TIN) -This is only applicable to consulting firms*).

Applicants should submit these documents to rss-tender@npaid.org.

Hand delivered applications should be addressed to:

The Bid Committee,
Norwegian People's Aid
Martyrs Street, Plot 41B,
Juba, South Sudan.

The application deadline is **13TH July, 2024**.