

TERMS OF REFERENCE (TOR)

CONSULTANCY FOR CONDUCTING POSITIVE MASCULINITY TRAINING IN FOUR LOCATIONS: OLD AND NEW FANGAK, MALAKAL, POCHALA AND PIGI COUNTIES

1. SUMMARY OF CONSULTANCY

Title:	Consultancy for conducting positive masculinity training in selected counties in South Sudan
Location:	Old and New Fangak, Malakal, Pochalla, Pigi, Counties
Application Deadline:	9 th November 2023 1600HRS South Sudan Time
Type of Contract:	Individual/Firm
Post Level:	National/International consultancy
Languages Required:	English Language
Starting Date:	15 th November 2023
Expected Duration of Assignment:	21 days

2. PURPOSE OF THE CONSULTANCY

The purpose of the consultancy is to deliver trainings about positive masculinity to a selected group of participants of the County’s community members. The trainings will be delivered in all the stated locations for a three-day period per location.

3. BACKGROUND AND CONTEXT

Finn Church Aid (FCA) is the largest Finnish development cooperation organisation founded in 1947. Finn Church Aid is a member of ACT Alliance. FCA operates in around 15 countries in Asia, Africa, and the Middle East. Our operation includes long-term development cooperation, humanitarian assistance, and advocacy, and we operate around three thematic areas: Right to Quality Education, Right to Livelihood and Right to Peace. FCA’s work approach is Rights based, and its operations guided by equality, non-discrimination, and responsibility. FCA has supported humanitarian and development programs in Sudan since 1972, and in South Sudan since 2010. FCA has been implementing Education, Peacebuilding and Reconciliation, and Food Security and Livelihoods Programmes with presence in Jonglei, Lakes, Upper Nile, and Central Equatoria State. FCA works using the triple nexus approach by implementing integrated thematic interventions with a view to build sustainable peace through stronger partnerships and collaboration with local communities, faith-based institutions, and government institutions in the implementation of peacebuilding and humanitarian interventions.

FCA in a consortium with Norwegian Church Aid (NCA) is implementing a European Union funded project titled ‘Grassroot Level Peace Building and Reconciliation Support Activities’. The project is being implemented in Counties in Jonglei, Upper Nile and Greater Pibor Administrative Area and locations neighbouring Kuron.

This project has an overall objective to contribute to building reconciliation and peace in South Sudan. This specific action is for provision of positive masculinity training for selected groups on related topics such as behaviour change towards child marriage, Gender Based Violence, support for girl education among other topics. Skills gained in these trainings are expected to support advocacy and conflict resolution efforts targeting community members and duty bearers at different levels. The positive life skills ought to support changes such as change in negative cultural practices.

3. OBJECTIVES

The main objectives of this consultancy are the following.

- 4.1. Training of community members inclusive of peace committees, traditional leaders, youth, women, religious leaders, media practitioners, and civil society actors on positive masculinity.
- 4.2. To steer conversations towards a healthy form of masculinity

4. SCOPE OF THE CONSULTANCY

The Consultant/Consultancy firm will conduct the training for all the stated locations for a proposed number of 30 participants per location. The trainers are expected to take into consideration dynamics of the participants and the training locations (contextual considerations).

5. METHODOLOGY

The consultant/consultancy firm will be required to share a breakdown of the training expected to last for 3 days per location. The consultant/firm will also be expected to prepare and share training handouts with participants.

The consultancy firm/team of consultants will report to The FCA Peacebuilding and Reconciliation Advisor.

6. EXPECTED DELIVERABLES

Minimum requirements under deliverables are as follows:

- Detailed breakdown of the topics to be delivered during the training.
- Work plan covering the consultancy period.
- Complete budget (broken down) covering duration of consultancy.
- A comprehensive report covering all workshops/trainings facilitated as per the consultancy with recommendations to FCA.

7. TIMELINE AND SUGGESTED CONSULTANCY OUTLINE

The timeline for this consultancy is 21 days, from the time of signing the contract. The consultant must commit to finish the consultancy within the specified timeframe.

#	Task/Deliverable	Estimated No of Days
01	Inception Meeting	01
02	Preparation of schedule for field work (approvals)	02
03	Field work	15
08	Submission of final report	02

8. REQUIRED SKILLS, COMPETENCIES AND EXPERIENCE

The consultant (firm) must have expertise and grounded experience in carrying out similar trainings. The lead consultant must demonstrate very good experience/knowledge in gender dynamics. S/he should meet the following minimum requirements.

- The Lead Consultant should have a post-graduate University degree (minimum a master’s degree) in a field related to Education, Peace and Conflict Studies, Gender studies, Community Development, and relevant professional certification.
- Minimum of five years of professional experience in delivering similar trainings
- In-depth knowledge and experience in conducting trainings to a diverse group of participants.
- Knowledge of and familiarity with the socio-political, economic context, and cultural configurations of Fangak, Pochalla, Malakal and Pigi Counties.
- Excellent facilitation and communication skills for effective stakeholder engagements.
- Language Capabilities: Excellent written and spoken English. Team members should have good understanding of local languages within the assignment geographical scope.
- Excellent report writing skills.
- Ability to work with minimal supervision, efficiency and deliver on committed outputs under the assignment within agreed timelines and deadlines.

9. REPORTING

The consultant/firm will report to the FCA Peacebuilding and Reconciliation Advisor whilst with regular/technical support from the Peacebuilding Programme Officer. He/She shall ensure quality and timely delivery of the expected results and will inform FCA of the progress as well as any obstacles that might occur.

10. RENUMERATION

The contract will be processed and negotiated in accordance with FCA’s standard procedures for procurement and consultancy contracts. The incumbent consultant is responsible for all personal logistics.

11. EVALUATION CRITERIA

The consultancy applications will be evaluated using the Quality and Cost approach (combined scoring method) as below.

Technical Proposal Evaluation (70 %)		
a)	Lead Consultant has a master’s degree from a recognized University in either Education, or Development Studies, Peace, and conflict studies or Gender Studies and relevant professional certification.	10
b)	Lead Consultant has at least 5 years or more experience in gender and related fields	25
d)	Relevant training topics. 6 Main areas	25
e)	Work Plan and Availability	10
Financial Proposal (30%)		
g)	Price (Technical and other fees)	30
TOTAL SCORE		100

12. APPLICATION PROCEDURE

The closing date for receipt of applications is 9th November 2023 before 1600HRS CAT.

The interested candidates should submit their applications by email with the heading “**POSITIVE MASCULINITY TRAINING**” to Procurement.Ssuco@kirkonulkomaanu.fi with a CC to Hope.Chichaya@kirkonulkomaanapu.fi

The applications should include.

- A one-pager cover letter indicating the consultant’s expression of interest.
- Technical Proposal (maximum 10 pages) containing an Introduction, an interpretation of the TOR, design and conceptualization of the assignment, proposed methodology, methods, main assessment questions, and proposed work plan.
- A Financial proposal (maximum 1 Page) in USD Only. This includes technical fees, Airfare/ local transport, and all other related costs relevant to the consultancy. *Note: FCA shall **withhold** 15-20% of the **technical fees** per South Sudan taxation policy.*
- The Detailed Curriculum Vitae of the Lead Consultant(s) with at least 3 professional referees (official emails ONLY)
- 2 Approved sample reports of such previous consultancy undertaken within the last 2 years.

Note:

- *Considering urgency, technical applications will be reviewed on rolling basis. Firms whose technical proposal is successful will be contacted.*
- *FCA is an equal opportunity employer with zero discrimination policy.*
- *FCA has zero tolerance concerning aid diversion and illegal actions and may screen potential applicants, contractors, suppliers, consultants, etc. against international lists to ensure due diligence and compliance with Anti-money laundering and Combating the Financing of Terrorism requirements.*