

Terms of Reference

Provision of Team Building Consultancy Services

CARE South Sudan

Background

CARE International is an international NGO operating in South Sudan and across the globe with a mission to save life, defeat poverty and achieve social justice. CARE South Sudan and its partners work with vulnerable communities to address the underlying causes of poverty and promote peace and development through its Country Strategy – 2019-2022 and programming around women economic empowerment and improving governance. CARE's work in what later became South Sudan began in 1979. During the 1980s activities centered on Wau in Western Bahr el Ghazal, Unity State, North Kordofan and the Nuba Mountains with a focus on relief assistance due to the 1983-84 drought emergency. In 1993 CARE expanded activities to include a separate Southern Sudan operation in conjunction with Operation Lifeline Sudan (OLS). Throughout the 1990s CARE's work in the southern Sudan was entirely emergency response. Following the birth of independent South Sudan in 2011, CARE established the South Sudan Country Office in Juba. Despite many challenges throughout, CARE has been a consistent presence in the country over the past four decades delivering relevant services, forging strong relationships with local communities, while remaining impartial.

With emergence of the pandemic, the new normal has already had a detrimental effect having forced staff to work from home, distorted the formal social work place relationships through increased remote working and virtual events. Since COVID-19 as the new normal is here to stay and thinking beyond post-pandemic, it's important to recognize these challenges and adopt best practices to have employees stay motivated and energized. Coupled to this, the staff transition in the Country Office within the last few months has resulted in having completely new team drawn from different background and there is need to bridge the gap by having the team building session with staff.

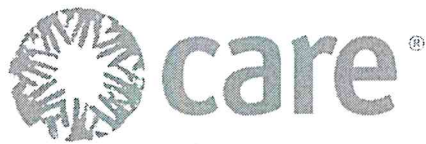
Objective of the consultancy

- To facilitate team building sessions for CARE staff using adult-centered tools and approaches.
- To create enabling environment for free flow of ideas, sharing information and providing feedback among staff on what works, what does not work and what needs to be improved to maintain high performing and motivated team.
- Bring staff together so as to build back the fragmented work place relationships brought about by the pandemic

Purpose and Scope of the Work

The overall purpose of this assignment is to improve staff productivity, motivation and performance at the work place by conducting various fun, challenging and engaging activities to strengthen team spirit, trust building and collaboration among staff members. The assignment also includes improving staff communication, conflict resolution, team morale and adapting to the organizational changes.





Key activities/deliverables

- i. Facilitate team building session using adult-centered tools and approaches. The consultant is expected to prepare and conduct fun and productive activities involving all staff (both indoor and outdoor) that will promote team spirit and encourage an understanding of the role of teams in the work environment.
- ii. Facilitate discussions and formation of recommendations on improving interpersonal communication skills (internal communications, external communications, and confidentiality).
- iii. Prepare and submit a team building report with follow-up activities/recommendations for maintaining high performing and motivated team.
- iv. Staff equipped with suitable solutions to deal with on-going organizational changes that happened in the few months.
- v. Hold follow up session with HR team in order to discuss modalities of how to organize a similar event in the future.
- vi. Share the training materials with the HR department for continuity of this program across the country office.

Interested Team Building firm and practitioners should submit their proposal and relevant registration documents to Yara Moalla Yara.Moalla@care.org and Silvia Konga Silvia.Konga@care.org copying Abel Whande Abel.Whande@care.org and Malish John Malish.John@care.org

Closing date for proposal is December 15, 2021 at 5pm CAT

