



## PLAN INTERNATIONAL SOUTH SUDAN

### ADVERTISEMENT

Plan International is an international humanitarian, Child-Centered Development Organization without religious, political or government affiliation. Plan International strives to achieve lasting improvements in the quality of life of deprived children in developing countries through a process that unites people across cultures and adds meaning and value to their lives.

Plan International South Sudan office invites proposals for partners as per the details in the table below.

All interested eligible facilitators are invited to collect the terms of reference from Plan International South Sudan office at Hai Jerusalem – Juba as from 18<sup>th</sup> September 2024 to 1<sup>st</sup> October 2024

#### Bid Documents to be collected:

S/NO.	DESCRIPTION OF SERVICES
1	A Call for external training of facilitators as per the terms of reference provided

#### Tender Documents Collection Instructions:

Interested eligible facilitators can collect the terms of reference documents from **Plan International South Sudan, Juba office at Hai Jerusalem .**

#### Submission dates and Instructions:

Completed proposal must be submitted enclosed in plain sealed envelopes, clearly labelled **with the specific "A call for external training of facilitators "documents** and must be deposited in the tender box at the office reception between 10.00am and 4:00pm from Monday to Friday, not later than **1st October 2024.**

The tenders must be addressed to:

**The Tender Panel, Plan International,  
South Sudan  
P.O. Box 182 Hai Jerusalem, Juba**

- Any proposal received after the deadline will be disqualified.
- The proposal documents must be registered at the reception before dropping them in the tender box.
- Plan International South Sudan reserves the right to accept or reject in part or the entire proposal without assigning any reasons.
- Plan International South Sudan shall only select the qualified training facilitators
- Only qualified facilitators shall be included into Plan International South Sudan Partner's data bank

**The selected local partner will sign and adhere to Plan International's global policy to keeping children and programme participants Safe and Protected of which any canvassing will lead to automatic disqualification.**



## TERMS OF REFERENCE (TOR)

### CALL FOR EXTERNAL TRAINING FACILITATOR ON LEADERSHIP SKILLS FOR THE YOUTH

#### About Plan International

Plan International is an independent development and humanitarian organization that strives to advance children's rights and equality for girls all over the world. We strive to advance children's rights and equality for girls all over the world. As an independent development and humanitarian organization, we work alongside children, young people, our supporters and partners to tackle the root causes of the challenges facing girls and all vulnerable children. We support children's rights from birth until they reach adulthood and enable children to prepare for and respond to crises and adversity. We drive changes in practice and policy at local, national and global levels using our experience, knowledge and reach. For over 80 years, Plan International guided by its core values has been building powerful partnerships for children, and it is active in over 75 countries.

Plan International has been working in South Sudan since 2006 with its main office in Juba and operates in Central Equatoria, Eastern Equatoria, Lakes, Upper Nile, Unity, and Jonglei states including Greater Pibor Administrative Area. The Country office has implemented and continues to implement Variety of programmes focusing on supporting Children, Adolescents, Young Adults and their families in crisis situation, especially girls and Young Women, their protection, Sexual Reproductive Health Rights (SRHR) and access to education, Skills and Opportunities for Youth Employment. And Entrepreneurship (SOYEE), Food Security and Livelihood, Health, Nutrition and WASH, and Children and Youth Leadership to support the most vulnerable children, girls, Women and Men in need including IDPs and host communities across the targeted location.

#### Role Introduction

The National Youth Union of the Republic of South Sudan had its annual meeting in Juba in June 2024. The Union elected its new leadership team under the patronage of the Minister of Youth and Sports, Hon. Joseph Geng Akec. To foster leadership, professionalism, understanding and teamwork among the new team, the Minister has requested Plan International to support in organizing two days training and Learning for the new team as they prepare to assume their duties.

**Plan International is therefore looking for a skilled training facilitator to train the newly elected union of youth leaders on leadership skills for a period of two (2) days.**

#### **1. Training Goals**

- To enhance capacity and leadership skills of the new national Youth Union .

#### **2. Training Objectives**

- Promote confidence and professionalism
- Foster tolerance, gender sensitivity, inclusivity and diversity
- Increase sense of empowerment
- To foster teamwork, cooperation and collaboration among the new team members

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- To increase clarity, efficiency and effectiveness in written and oral communication.

#### 4. Training and Learning Course outlines

- Leadership skills and Qualities
- Management systems
- Public and external relations
- Disaster management
- Constitution making process.
- Negotiations, mediation, peace and reconciliation
- Communication Skills
- Gender and Inclusion

#### Training Outcomes/Results

- Increased leadership qualities
- Professional internal and public engagements
- high sense of empowerment
- Identify and address conflict related issues
- Knowledgeable and professional negotiators

#### Training Methodology

- Interactive lectures
- Interactive presentations
- Case-studies
- Group work/exercises

#### Eligibility to apply:

**Strong Communication Skills:** Ability to convey complex ideas clearly and effectively to diverse audiences, while also being an active listener who can engage participants and facilitate meaningful discussions.

**Relevant Expertise and Experience:** Proven experience in leadership roles or in training leaders, with a solid understanding of leadership theories, practices, and the challenges faced by leaders in different contexts.

**Facilitation and Engagement Skills:** Skilled at creating an inclusive and interactive learning environment that encourages participation, fosters open dialogue, and adapts to various learning styles.

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- **Adaptability and Flexibility:** Ability to adjust training methods and content based on the specific needs of the participants, the organization, and any unexpected challenges that arise during the training.
- **Emotional Intelligence:** High levels of empathy, self-awareness, and social awareness to connect with participants, understand their needs, and navigate group dynamics effectively.
- **Credibility and Authenticity:** Ability to build trust and credibility with participants through authenticity, humility, and a genuine passion for leadership development.
- **Cultural Competence:** Understanding of and sensitivity to cultural differences and diversity, ensuring that the training content is relevant and respectful of the participants' backgrounds.
- **Creativity and Innovation:** Ability to use creative teaching methods and innovative tools to make the training engaging, memorable, and impactful.
- **Patience and Approachability:** Willingness to provide guidance, answer questions, and support participants throughout their learning journey.
- **Results-Oriented Mindset:** Focus on achieving tangible outcomes by setting clear objectives, using practical exercises, and ensuring that participants can apply what they have learned in real-life situations.
- **Awareness on Safeguarding principle:** Understanding on safeguarding and do no harm principles to ensuring the safety of the participants and anyone who will be involved

### **Applications**

Interested candidates who meet the eligibility criteria are required to submit their expression of interest to Plan International with the following documents;

- CV
- Training certification
- Institution attached to if any

The suitable candidate shall undergo Due Diligence and Organizational Capacity Assessment in line with Plan International policies and Standard Operating Procedures.

The candidate will be required to sign and adhere to Plan International Safeguarding Children and Program participant Policy.

### **Application Submission Details.**

All applications should be addressed to;

**Supply Chain Department**

**Plan International South Sudan**

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**Juba, Hai Jerusalem.**

P.O. Box 182 Juba, South Sudan.

Eligible candidates wishing to apply can submit hard copy applications in a sealed envelope to Plan International Juba Office or you can send your application documents via this email: [SSProcurement.committee@plan-international.org](mailto:SSProcurement.committee@plan-international.org)

**The closing date for receipt of applications is on Friday 30<sup>th</sup> September 2024.**

Prepared by

Name: Kemisa Barbara

Sign: [Signature]

Date: 16<sup>th</sup> Sept 2024

Approved by

Name: M. Kanou

Sign: [Signature]

Date: 16-9-2024



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