DARD
SOUTH SUDAN

Consultant for Market Scan, Capacity Building and Coaching on Social Entrepreneurship & Income Generation.

Duration	One month
Expected Start Date	Nov 26: Group training
Deadline:	Nov 10th 2026
Reporting to:	Program Officer

1. BACKGROUND

Oxfam in South Sudan, in partnership with Disabled Agency for Rehabilitation and Development (DARD), is implementing this initiative under the Humanitarian System Transformation through Local Humanitarian Leadership (HST-LHL) Project. The initiative aims to strengthen the institutional sustainability of local and national organizations by supporting them to design, test, and implement innovative approaches that address key organizational risks and capacity gaps. Under Outcome 2.2 of the HST-LHL project, Oxfam South Sudan and Disabled Agency for Rehabilitation and Development (DARD), are supporting six Local Humanitarian Network Actors (LHNAs) including DARD itself as the lead to develop and test pilot solutions responding to identified challenges that limit their ability to access funding, manage risks, and strengthen locally led humanitarian action. Following an initial innovation process and identification of priority areas, participating organizations will implement pilot initiatives supported through specialized technical assistance in strategic fundraising, digital engagement and communications, and social entrepreneurship.

Recognizing the increasing need for locally led, financially sustainable organizations, this consultancy focuses on supporting participating organizations to explore, design, and test practical social entrepreneurship and income-generation approaches that align with their missions, capacities, and operational contexts. Through structured learning and coaching, organizations will strengthen their ability to identify viable opportunities, assess feasibility, and develop approaches that contribute to long-term sustainability and resilience. The initiative is implemented through a phased approach that combines centralized capacity-building workshops, tailored one-to-one coaching, and the implementation of organizational pilot initiatives. This learning-by-doing methodology enables participating organizations to apply newly acquired knowledge, refine their approaches based on practical experience, and generate evidence on effective solutions to strengthen organizational sustainability within the South Sudan context.

The consultant will provide specialized technical expertise during the capacity-building and coaching phases of the initiative and will support participating organizations in developing practical, context-specific social entrepreneurship and income-generation approaches that contribute to the successful design and implementation of their pilot initiatives.

2. OBJECTIVE

To strengthen the capacity of participating local organizations to develop, test, and refine sustainable social entrepreneurship and income-generation strategies through participatory learning, tailored coaching, and practical technical support that prepares them for pilot implementation.

3. APPROACH & METHODOLOGY

This assignment is not intended as a traditional training engagement. Instead, the consultant is expected to adopt a facilitative, learning-by-doing approach that enables participating organizations to strengthen their sustainability capacities while developing and testing practical social entrepreneurship and income-generation strategies.

The proposed methodology should combine:

- Participatory group learning sessions that encourage peer exchange and collaborative problem-solving.
- Practical exercises tailored to each participating organization's context, challenges, and opportunities.
- Individualized one-to-one coaching to support organizations in developing and refining their social entrepreneurship and income-generation strategies and pilot concepts.
- A learning-by-doing approach that emphasizes practical application throughout the assignment.
- Adaptive coaching and technical support that allows organizations to iterate, refine, or pivot their pilot ideas based on feedback, feasibility, and learning before implementation.

The consultant should clearly describe the proposed methodology in the technical proposal, including how these different components will be integrated throughout the assignment to ensure sustained organizational learning and practical results.

4. TECHNICAL FOCUS OF THE ASSIGNMENT

The consultant will provide technical expertise in social entrepreneurship and income generation, supporting participating organizations to identify, design, and validate sustainable revenue-generating opportunities that align with their mission and capacities. The consultant will help organizations explore viable business models and assess the feasibility of pilot initiatives before implementation.

The consultant will provide technical support in, but not be limited to, the following areas:

- Market and opportunity analysis.
- Identification of income-generating activities.

- Social enterprise models.
- Business model development.
- Revenue diversification strategies.
- Organizational asset utilization.
- Pilot feasibility assessment.
- Financial viability analysis.

Legal and administrative frameworks governing income-generating activities by non-profit organizations.

5. SCOPE OF WORK

The consultant will contribute to the initiative through a phased engagement combining group capacity building and individualized coaching. The consultant will work collaboratively with participating LHNAs to strengthen their capacities and support the design and development of practical pilot initiatives within the consultant's area of expertise.

The consultant will provide technical support during the preparation and pilot design phases, including guidance, tools, coaching, and technical feedback to help organizations assess feasibility, refine their approaches, and develop stronger pilot plans.

The consultant will not be responsible for managing or implementing the pilots on behalf of the organizations; participating LHNAs will lead the implementation of their own pilots with support from Oxfam and Response Innovation Lab (RIL).

Phase 1 – Capacity Building (November 2026)

The consultant will:

- Design and deliver practical group training sessions (1 or 2 full day sessions in Juba, at least one with ability to join online) for up to six local NGOs
- Develop training materials, templates, and practical tools.
- Facilitate interactive workshops.
- Support organizations in identifying viable income-generating and social enterprise opportunities.
- Document key learning points and recommendations.

Phase 2 – Individual Coaching (December 2026)

The consultant will provide tailored coaching to each participating organization est. 2-4), including:

- Reviewing each organization's current situation.
- Supporting the refinement of social entrepreneurship and income-generation strategies.
- Providing technical feedback on pilot ideas.
- Helping organizations identify risks and assumptions.
- Supporting the development of implementation plans and milestones.
- Preparing organizations for pilot implementation.

Phase 3 – Technical Support During Pilot Implementation (Optional/On-demand) (November to December 2026)

Following completion of the centralized coaching phase, participating organizations (est. 2-4) may independently engage the consultant for additional technical support during pilot implementation.
Such engagements are outside the scope of this consultancy and will be managed directly between the organization and the consultant

6. EXPECTED DELIVERABLES

Deliverables:

- Inception meeting and workplan.
- Training agenda.
- Training materials and facilitator guide.
- Delivery of group training sessions.
- Coaching sessions for assigned organizations.
- Coaching notes/action plans for each organization.
- Technical inputs and recommendations supporting the development and refinement of LHNA pilot plans.
- **Final consultancy report summarizing:**
  - Activities delivered
  - Key findings
  - Common challenges
  - Recommendations
  - Lessons learned.

7. (November-DECEMBER, 2026)

Indicative schedule:

- Group training & Individual coaching

8. REQUIRED QUALIFICATIONS

The consultant should demonstrate:

- At least 10 years of experience in social entrepreneurship, business development, or income generation.
- Experience supporting NGOs in developing social enterprises or income-generating initiatives.
- Knowledge of market analysis and business model development.
- Experience facilitating workshops and coaching organizations.
- Experience in fragile or humanitarian contexts.
- Excellent written and spoken English.
- Experience in South Sudan is an asset.

9. REPORTING

The consultant will report to DARD and work in close coordination with Oxfam South Sudan and the Response Innovation Lab (RIL) team and participating LHNAs.

10. PROPOSAL REQUIREMENTS

Interested consultants should submit:

- Technical proposal describing the proposed methodology.
- Financial proposal (excluding room rental and catering for training sessions).
- CV(s) highlighting relevant experience.

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- Examples of similar assignments (if available).
- At least two professional references.

11. PROPOSED LEAD PARTNER ORGANIZATION

The assessment will be coordinated by DARD. DARD will effectively lead and oversee the process remotely from Rumbek, ensuring coordination, technical guidance, and timely implementation.

12. PROPOSE BUDGET;

To be negotiated based on the Consultant's proposed budget in the proposal.

13. APPLICATION INSTRUCTIONS:

- *Applicants in Juba will send their applications and CVs in soft copies to dardsouthsudan@gmail.com. And for applicants in Rumbek, hand delivery of hard copies is allowed through the **HR office at DARD**-Rumbek, Hai Malualkodi, Rumbek Airport road, OPP. Rumbek FM98. Behind the Ministry of Youth.*

(DARD)

Prepared by Monica Ding Title HR officer Sign Date 19/20/2026