



**Norwegian People's Aid**  
South Sudan

## **TERMS OF REFERENCE**

### **CONSULTANCY FOR PREVENTION OF SEXUAL EXPLOITATION AND ABUSE (PSEA) MAINSTREAMING FOR LOCAL CIVIL SOCIETY ORGANIZATIONS**

#### **Background**

The Norwegian People's Aid's (NPA) Civil Society Development Programme (CSDP) and Rural Development (RD) are implementing activities with local civil society partners and networks in South Sudan. The CSDP is funded by the Norwegian Agency for Development Cooperation (NORAD). 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 – including oil for development, youth rights; media rights, and women's rights.

The European Commission and NORAD fund the Rural Development programme. The ongoing project aims to improve target households' access to diversified livelihood and resilience-building opportunities and resources, including access to micro-finance, increased crop and livestock production, income generation, enhanced conflict mitigation capacities, and adoption of sustainable disaster risk reduction and natural resources management. Rural development programme also believes that strengthening the capacity of local partners and communities will result in committed ownership and responsibility, more equitable access and utilization of resources, hence contributing to reduced (gender) inequalities and more resilient society.

#### **Consultancy Summary**

NPA is seeking consultant(s) or an organization to provide capacity strengthening on PSEA mainstreaming to 36 selected civil society organizations. The consultant will provide capacity-building support to CSOs, to strengthen systems and practices to prevent, mitigate and respond to sexual exploitation and abuse (SEA) within the organizations and the communities they serve. This will involve training and provision of tools to raise awareness and increase knowledge of protection against SEA and develop PSEA-sensitive policies and procedures.

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

#### **Key Responsibilities:**

The consultant will provide customized and South Sudan contextual capacity strengthening on PSEA mainstreaming through training, workshops, and provision of toolkits on the following key areas:

1. Introduction to PSEA
2. PSEA and Safe Programming
3. Developing PSEA Policy and Code of Conduct (CoC)
4. Developing PSEA human resource policies and measures
5. Community Engagement and PSEA
6. Feedback, Response, and Complaints Mechanisms (FCRM) and PSEA
7. Responding to SEA Reports - Internal Reporting and Investigation Systems (IRIS)
8. Assigning PSEA responsibilities
9. PSEA with partners, suppliers, and contractors
10. PSEA emergency simulation exercise

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

- Develop a realistic outline of the capacity-building methodology and work plan in coordination with the NPA's team.
- Engage civil society organizations on specific areas of need through a pre-assignment capacity assessment.
- Develop toolkits for PSEA mainstreaming for CSO partners that will be used to develop PSEA policies and training materials.

**Note:** The target audience for this capacity strengthening support will include people and institutions with limited technical capacity on PSEA and Safe Programming. As such, materials will need to be written in simple and straightforward language and include appropriate facilitation techniques reflecting South Sudanese context.

#### **Deliverables**

- Inception report outlining capacity building plan methodology.
- Training of partners on PSEA.
- Workshops on PSEA mainstreaming in policies and procedures.
- Provision of Toolkits for PSEA policy development and safe programming
- Presentation of draft conclusion report at the end of the consultancy.
- Final report including toolkits, training materials, and action plan.

#### **Required Skills and Experience**

- Must have at least 5 years' experience in local NGO capacity building, training, and facilitation in South Sudan or similar contexts.
- At least 5 years of humanitarian or development experience, including in emergency settings on human rights and violence prevention and response, in particular, sexual violence and other forms of gender-based violence, and on child protection.
- Experience in and knowledge of UN and IASC policies and guidance related but not limited to PSEA, AAP, GBV and Centrality of Protection.

- Must have a sound understanding of South Sudan context, especially in relation to SEA and Safe Programming
- Familiarity with a wide range of capacity building techniques.
- Proven ability to work collaboratively and build consensus across diverse sets of stakeholders
- 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 21 working 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](mailto: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 **31<sup>st</sup> March, 2022**.