

CALL FOR PREQUALIFIED CONSULTANTS



Assignment:	National Consultants
Sectors:	Research, Advocacy, Curriculum Development, M&E, Organizational Development, communications...
Closing Date:	25 th /February/2020
Will be valid till	31st December 2020

BACKGROUND

Network against FGC in Somaliland (NAFIS) is the national network for ending female genital cutting and empowering women in economic, social, and political by bringing sustainable development and positive social transformation based on respect for human rights and poverty reduction approaches (Self-Help Group). The main tasks of the network are to advocate for ending FGC, Build Capacity of civil society organizations and government institutions, support FGC survivors for counseling and medication, and as well as empowering women and girls.

Therefore, NAFIS is looking for qualified consultants for various positions to enable it to achieve its goal and objectives to implement its mandate in Somaliland. This call will allow the Network to build expertise data bank to draw from at the point of need.

The consultant expertise areas are but not limited to: Advocacy and Policy, Communications/Public Relations, Development Workers, Resource Mobilization Strategy, MEAL, Organization Development, Organizational Strategic plan, Advocacy, curriculum development, and Communication Strategy Development.

AREA JOB SPECIFICATIONS AND RESPONSIBILITIES

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1. ADVOCACY AND POLICY CONSULTANT

The goal of the consultancy

The overall goal of this consultancy is to develop a clear anti-FGC advocacy strategy for NAFIS, which will guide advocacy plans and implementation in line with our current network Strategic Plan (2019-2023) and position of our Network beyond 2020 with government and civil society.

Scope Of work

The Specific tasks of the Consultant include:

a) Policy Analysis: Review a sample of FGC policies selected in agreement with NAFIS against expected deliverables to determine what limits adoption and implementation of policy at national and regional levels and recommend way forward **b) Planning:** Work with key staff to develop an advocacy strategy that will enable NAFIS to identify a niche role, milestones, and strategies to influence implementation of key FGC policies and against policy gaps which are reinforcing structural barriers to our national anti-FGC strategic goals as a network.

c) Partnership mapping and coordination: Identify specific roles for FGC partners and other champions or stakeholders in influencing the implementation of key FGC policies at the national level.

d) Ant-FGM Advocacy Strategy: Develop an overall advocacy strategy and implementation plan based on the policy analysis, planning, and partnership mapping focusing on key priority areas where NAFIS can add value, and which link to specific policy gaps and priorities in Somaliland

e) Consultation: Present and seek input on the draft anti-FGM advocacy strategy and implementation plan with management Committee and other internal and external stakeholders to ensure your proposed strategy has buy-in and is appropriately linked to roles, capacities, and priorities **f) Internal Capacity:** Train and coach key staff to participate more effectively in National anti-FGM/C policy and advocacy processes from community to national level in Somaliland during your work.

Deliverables

The consultant will provide these key deliverables

a) At inception, a detailed work plan for the activities indicating delivery dates

b) Report on the analysis of the existing women and girl related policies in the areas of SRHR, FGC and SGBV, SHG, Livelihood, and Youth with input from NAFIS on the outline of the document

c) FGC Advocacy strategy and implementation plan with contribution from NAFIS on the outline of the document including annexes on partnership mapping, internal workshop report, and validation report

NAFIS will further provide the consultant with relevant documents, e.g., NAFIS Strategic Plan, project proposals, performance, and review reports. It is expected that the consultant will use his/her network in the region and where necessary, visit select institutions and participate in dialogue fora to obtain additional information.

Expertise required

NAFIS is seeking an individual consultant with extensive experience in research, policy, and advocacy in women development issues. The candidate should be a talented individual who is committed to women-led development and passionate about promoting participatory approaches to advocacy.

Qualifications:

- Holder of a degree in a relevant discipline (development, social sciences, research, communications)
- Five years' experience in programs and advocacy (preferably linked to young people)
- Strong knowledge of contemporary development issues nationally and globally especially on youth participation in civic issues, sexual and reproductive health and rights, livelihoods and employment, and national and global planning frameworks (SDGs)

Skills and Experience:

- Previous experience in developing participatory advocacy strategies and plans
- Previous experience in policy analysis and policy research
- Strong background in capacity building and training on advocacy, policy implementation and youth participation
- Previous experience in consulting with organizations on advocacy or similar assignments
- Good communication in written and verbal in English.
- Excellent networks with government and civil society partners

Reporting

The consultant will be assigned a Program manager from NAFIS for reporting and accountability

All reports will be submitted to the program Manager, on dates as may be mutually agreed during the inception meeting. The reports will be reviewed by NAFIS's management team and submitted for final approval by the Executive Director. All draft reports (written in English) will be submitted as softcopies while the ultimate Anti-FGM advocacy strategy will be submitted as a soft copy and three (3) hard copies. Payments will be tied to satisfactory completion and approval of deliverables from the consultant per the final contract, which will be signed by the Executive Director.

Duration:

Will depend on the nature of work.

Duty Location:

Will depend on the nature of the assignment

Consultancy Payment procedure:

i) Advance 40%, which is payable upon signing of the contract.

ii) Interim payment of 30%, which is payable upon submission of draft reports iii) Final payment of 30% which is payable upon submission of final Advocacy strategy approved by the Executive Director.

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2. RESOURCE MOBILISATION STRATEGY AND ACTION PLAN CONSULTANT

To this end, NAFIS seeks a qualified consultant to develop a resource mobilization strategy with a proposed action plan responsive to the network's strategic vision, objectives, and results-orientation.

Scope of work

Specific tasks of the consultancy will include:

- Review documents and consult with NAFIS member NGOs to better understand the vision, mission, and focus areas of the mandate.

- Review the One Budgetary Framework to understand better how much is needed and for what result area;
- Assess the feasibility of the continued operation of the Network in Somaliland, its modalities of operation (earmarked versus unremarked funds) and whether there might be another arrangement for system-wide resource mobilization
- Assess the importance and potential of vertical and core funding sources within the donor system.
- Conduct a comprehensive analysis of potential global and local donors to map the feasibility of securing multi-year and thematic funding. Map donors' strategic areas of interest, funds available, grantees, funding windows, requirements and guidelines, and interest in funding key result areas. Along these lines, also explore opportunities for partnerships (and mobilizing and leveraging resources) from emerging donors- the BRIC countries and private sector (foundations).
- Recommend how to develop and maintain strategic partnerships and engagement with key donors (past, present, and future).

Deliverables

- A comprehensive resource mobilization strategy that includes an overview of the situation, an analysis of past fundraising experience, explores future opportunities and strategies, details workflow processed and mechanisms for contribution management and outlines a time-bound action plan (with key responsible focal points) to systematically research and raise funds for crucial NAFIS results.
- An annex that maps donor interests, priorities, funding windows, and points to clear actions that should be taken to mobilize funds and develop/maintain relationships with these donors.
- An annex that outlines a series of fundraising materials that need to be produced to secure funds and the profile of NAFIS results.
- An action plan that outlines clear timelines for the actions proposed.
- A plan for building the capacity of key staff in mobilizing and leveraging resources and developing and maintaining partnerships for the NAFIS in Somaliland.

QUALIFICATIONS REQUIRED

Required Skills and Experience

Education: Holder of at least a Master's Degree in the social sciences, economics or development studies.

Experience:

- At least fifteen years' experience in the development sector, preferably in fundraising, resource mobilization, or partnership building.
- Experience of UN, USAID, DFID, EU system operations, and donor assistance in both normal development and post-conflict settings.
- Knowledge of UN, USAID, DFID, EU Strategic Plans, and Missions.

Language Requirements: Fluency in spoken and written English is essential.

Corporate Competencies

- Promotes the vision, mission, and strategic goals of NAFIS in Somaliland.
- Displays the sensiticicultural, gender, age sensitivity, and adaptability.
- Treat all people fairly without favoritism.
- Excellent analytical and organizational skills.

Development and Operational Effectiveness:

- Ability to lead strategic information collection, analysis and result-based use of information.
- Ability to lead the formulation of strategies and their implementation.
- Ability to apply Resource Mobilization and Partnerships building theory to specific institutional contexts.
- Excellent writing and presentation skills.

Institutional Arrangement:

The consultant will be directly supervised by the Program Manager and will be reporting to the executive director's office.

Duration: Depend on the assignment's nature and availability of the funds

Duty Station: The Consultant duty station will be Hargeisa, capital of Somaliland.

Payment shall, therefore, be made according to the following deliverables:

- Thirty percent (30%) after the submission and the acceptance of the Inception report;
- Thirty percent (30%) after the submission and the acceptance of the draft report;
- Forty percent (40) after the submission and the acceptance of the final report.

Travel:

In case there is travel involved, all envisaged travel costs must be included in the financial proposal. This includes all travel to join duty station/repatriation travel. In general, NAFIS should not accept travel costs exceeding those of an economy class ticket. Should the IC wish to travel on a higher class he/she should do so using their resources.

In the case of unforeseeable travel, payment of travel costs, including tickets, lodging, and terminal expenses, should be agreed upon, between the respective business unit 10 and Individual Consultant, before travel and will be reimbursed.

Remuneration:

Remuneration will be based on experience and qualifications and International Rule and Regulations applying a competitive selection process.

Interested candidates are requested to apply with their CV, proposed work plan, and their expected fee for the full assignment based on the proposed work plan.

Evaluation criteria of the best offer

The offer will be evaluated by using the combined scoring method. The technical proposal will be evaluated by 70%. Whereas the financial one will be evaluated at 30%.

Below is the breakdown of the technical proposal on 100% which will be brought to 70%

Criteria	Weight	Max. Point
Master's degree in a relevant field such as in the social sciences, Economics or development studies from a recognized University.	10 %	10
At least fifteen years' experience in the development sector, preferably in fundraising, resource mobilization, or partnership building.	10%	10
Experience of Internal Donors and UN system operations and donor assistance in post-conflict settings. And as well as the working conditions of the local organizations	10%	10
Knowledge of Internal Donors and UN's Strategic Plan and Mission	10%	10
Adequate methodology and work plan	50%	50
Fluency in spoken and written English is essential and a working knowledge of one of the other language	10%	10
TOTAL	100%	100

NAFIS is committed to achieving workforce diversity in terms of gender, nationality and culture. Individuals from minority groups, indigenous groups and persons with disabilities are equally encouraged to apply.

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3. Organizational DEVELOPMENT (OD) CONSULTANT

1. Proposed Organizational Restructuring Process

Organizational restructuring is often driven by significant changes in the organizational strategy or shift in the environment that requires leaders to undertake such a large-scale initiative.

By way of these Terms of Reference NAFIS will engage an Organizational Restructuring and Change Management expert, with the requisite skills, that include a strong understanding of the work of SRHR Regional NGOs, and experience of supporting similar processes with NGO operations within the African context. The review process must be driven by the principle of “Form follows Function” where it is expected that the consultancy begins with gaining an understanding *who we are and what we do* so as to determine what organizational structure will best fit with what we do. Therefore, the OD expert is expected to thoroughly review and understand the organization by reviewing the following key documents:

- 1) NAFIS Organizational Strategy 2020...
- 2) Current organizational structure and job descriptions and some Organizational evaluation reports. Consultations with relevant stakeholders and staff will be conducted to ensure buy-in and to value add to the process.

The process will include the following 7 key tasks:

1. Review the organizational strategy and validate its relevance as the guiding document
2. Review the current structure, job descriptions, and grades and make recommendations for a new or improved structure with roles that align well with the organizational strategy.
3. Propose functions and mandate for new teams and positions, including job-descriptions, as necessary that aligns well with the organizational strategy and key programs
4. Conduct a skills gap analysis on existing staff and identify current capacity which can be up-skilled to deliver on new functions, and additional skills needed to deliver the strategy and regional program.
5. Conduct a Job Evaluation, Job Grading and Salaries and benefits benchmarked with other regional organizations of a similar nature for the new structure
6. Provide a cost-benefit analysis of shifting the organization from the current structure to a new proposed structure.

7. Develop a draft transition plan and budget for the support needed during the transition period.

2. Scope of Engagement

The Consultant will work closely with the Executive Director and the Board Committee on Human Resources and Remuneration. NAFIS will provide the Consultant with all relevant documentation, contacts for stakeholders, and relevant information to provide insight into the current organizational operations.

The Consultant will be accountable for the following deliverables

- **An Inception Report:** The inception report should be prepared by the Consultant before embarking on a fully-fledged review exercise. The inception report will detail the Consultant's understanding of what is being reviewed and why, as well as proposed methods, tools, sources of data, and procedures intended to answer each review question. The inception report should also include a proposed schedule of tasks, activities, timeline, deliverables and critical issues. The inception report shall not exceed 5 pages.
- **A Draft Report:** The Consultant will deliver a draft report within the indicative assignment timeframe. The draft report should not exceed 30 pages. NAFIS will provide inputs to the report, through both consultative meetings and physical reviews. The report must include job evaluation, job grading and salary structure in line with the new organogram.
- **A Final Report:** The Consultant will deliver a final report to NAFIS, within the stipulated timelines.
- **A transition plan and budget** from the current structure to the new structure must be submitted together with the final report.

3. Timeframes

This assignment will be executed against the following time schedule:

- Advertisement of TORs between.
- The end date for applications will be.
- Screening and selection of Consultant, against set criteria,
- Interview of selected candidates and final selection of Consultant,
- Consultant pitch of Inception Report to NAFIS,
- Assignment period between First draft report submission
- Final assignment report submission

4. Consultant Qualifications

The Consultant should have at minimum a Master’s Degree in Management Studies, Organisational Development or a related field, with:

- At least 7 years of demonstrated knowledge and experience in conducting and facilitating organizational restructuring, including feasibility studies and sustainability modeling, for NGOs in the African context.
- Ability to conduct strategy reviews, develop job descriptions and organizational structures to align to the strategy of the organization.
- Experience with Change Management processes.
- Knowledge and experience in using participatory approaches and innovative techniques, with organizational leadership.
- Well-versed with FGC, SRHR, HIV prevention and GBV programming and operations.
- Excellent analytical and report writing skills.

Interested applicants are expected to submit a response to the terms of reference articulating their proposed understanding, methodology, capacity statement, timelines and CVs of the proposed experts and the budget, by close of business on 20/2/2020.

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4. ADVOCACY AND COMMUNICATION STRATEGY DEVELOPMENT CONSULTANT

1. Objectives of the Assignment

The overall objective of the consultancy will be to develop an “Advocacy and Communication Strategy” for Network Against FGM/C in Somaliland (NAFIS). The consultant will be expected to work with the executive committee of NAFIS to develop a two-year communication and advocacy strategy for the Network, including indicators and measurement tools. The consultant will also be expected to advise alliance on potential funding for advocacy work.

Scope of the work

The development of the Advocacy and Communication Strategy of NAFIS will be led by an external consultant in close coordination with the NAFIS chairperson and Program team. The consultant will coordinate and collaborate with NAFIS members for this purpose. The consultant will be responsible for undertaking the following tasks:

- Coordination with NAFIS chairperson, its members, and NAFIS members.

- Facilitate workshops to consult with alliance members and identify priority areas for advocacy over the next two years. The workshop will rely on participatory methods, including brainstorming sessions.
- Draft a complete advocacy strategy, outlining clear objectives, target activities, allies, deliverables, and indicators, as well as an implementation plan for the first 2 years and advice on funding opportunities for such work.
- Identify the specific role of the NAFIS executive committee, its members and other stakeholders on advocacy and communication strategy in influencing the implementation of policies at the regional and national levels.
- Provide recommendations on potential structure and focus over the coming two years.
- Share the draft advocacy strategy and implementation plan with stakeholders.
- Prepare final Advocacy and Communication Strategy of NAFIS including comments.

2. Methods and Tools

The following methods can be used to complete the above-mentioned tasks and fulfill the purpose as defined by this ToR.

1. Desk review of the relevant documents.
2. Literature review.
3. Consultative meetings/interviews with relevant stakeholders like potential CSOs, experts, NAFIS executive committee and NAFIS members.
4. Workshop with NAFIS executive committee and NAFIS members.
5. Documentation.
6. Presentation.

3. Key qualification, experience, and skills of the consultant

The candidate should possess the following skills and competencies:

- At least postgraduate degree in public health, social science field.
- In-depth knowledge and understanding of issues of health and nutrition inequities in Somaliland.
- Extensive work experience and proven record in advocacy, policy, campaign, strategic management.
- Demonstrate experience of having undertaken similar assignments.

- Good analytical and documentation/report writing skills.
- Good communication and facilitation skills.
- Excellent command of oral and written English.
- Cultural awareness and sensitivity to the gender issue.

4. Duration of task completion

The assignment is estimated to commence with no more than 20 days.

5. Key deliverables

The consultant will work closely with NAFIS Chairperson, Executive Committee Members, and program team. All deliverables will be submitted to the NAFIS. The reports will be reviewed by the NAFIS team. All draft documents will be submitted as soft copies while the final products will be submitted as a soft copy and three hard copies.

The consultant should submit the following key deliverables,

- **Inception report:** Outlining details of activities with proposed methodology and timeline/ delivery dates.
- Schedule of workshop and session plan.
- Draft advocacy and communication strategy for feedback and comments.
- Draft report on communication and advocacy structure and focus.
- A final strategy (e copy and hard copy) in English and Somali, including implementation plan for the first year after the incorporation of stakeholders comment.
- Workshop report if conducted in English.

6. Budget for the task

The tentative budget for the task has been estimated to be made. The payment will be made as follows: 1st installment – 60% (after signing the agreement); and

Final installment – 40% (after submission of final deliverables).

The finance section will deduct tax at the prevailing tax rules.

7. Procedure for submission of expression of interest

Interested consultants should submit the below-mentioned documents by 20/2/2020.

- An updated CV (Maximum 3 pages).

- An application letter including remuneration requirements (daily rate) and contact information for three work-related referees Applications not including all of the above information will not be reviewed. Only short listed candidates will be contacted.

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5. RESEARCH AND DEVELOPMENT CONSULTANT

Tasks and Responsibilities:

- Conducts evidence-based, policy-oriented, and publication-quality research for developing indicators measuring NAFIS impact in anti-FGC and SHG projects.
- Conducts desk-based research giving answers to the main questions: How data about FGC and SHG should be gathered? What is the quantitative and qualitative measurement of them that can be executed? Who should be the response that will report the data?
- Provides an overview and analysis of available international tools and mechanisms for stimulating, monitoring and evaluation of the development of FGC and SHG.
- Provides an overview and analysis of indicators and how they can be... taken into consideration when implementing NAFIS 2019-2023 strategic plan.
- Provides a review of good practices for impact studies.
- It provides conclusions on appropriate methods of how to evaluate the impact in formal and non-formal education, and lifelong learning practices.

Deliverables:

- Specifically, the Researcher is expected to provide:
 - 1-2 research papers regarding the main questions: How data about impact should be gathered? What is the quantitative and qualitative measurement of the impact that can be executed? Who should be the response that will report the data?
 - 1-2 proposes a framework or methodology (and/or indicator) to capture and measure the progress towards the impact that can be applicable at the national level.

Competencies:

- Demonstrable experience in conducting research.
- Demonstrable experience in developing monitoring and/or evaluation frameworks or methodologies for NGOs' strategic plans.
- Demonstrable experience in statistic data evaluation.
- Excellent oral and written communications in English.
- Knowledge and understanding of Anti-FGC and SHG and awareness of some challenges of measuring value-based educations.

Budget

The tenderer should include their proposed daily rate, which should consist of all costs. Value for money will be taken into account in tender evaluation. Reasonable and receipted travel and accommodation related to the execution of the tasks in this Terms of Reference will be covered, based on prior agreement with IDEAS and subject to certain conditions, normally using public transport. Tender methodology Please submit your CV and your tender under the following headings:

1. Contact Information
2. Relevant Experience – including 2 -3 pieces of research papers from previous work
3. Proposed methodology.
4. Work plan including the timeframe for research, including the time for writing the reports.
5. Budget - including the daily rate of the consultant.
6. Two references (including telephone numbers) and web links to your previous work (if available) Call for tenders issued: Maximum Tender Document: 4 pages (not including personal bibliography and research pieces).

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6. TRANSLATOR OF DOCUMENTS INTO SOMALI AND VICE VERSA CONSULTANT

The objective of the TOR.

The project's interventions include: Translate the available manuals to Somali language and vice versa.

NAFIS wishes to translate the available/exist documents, manuals, and guidelines into the Somali Language. Therefore, NAFIS seeks a qualified consultant to translate from English to simple and easy to understand the Somali language.

Scope of Work

The consultant will be expected to undertake the following tasks:

1. Go through NAFIS manual/guide and get a clear understanding of the contents and context.
2. Translate the training manuals using simple and easy to understand the Somali language ensure the contents and processes are aligned to the set objectives.
3. Ensure that the language use captures all concepts and demonstrate interactive and learner-friendly teaching and learning techniques and processes.
4. Proofread the translated training manuals to confirm that all concepts are well captured in appropriate Somali language.
5. Ensuring quality check; ensuring that no typographical errors are left in the final text.

Time Frame

The consultancy will be for a maximum of 25 days for all of the training manuals effective from the date of signing of the contract.

Preferred Qualifications (Essential)

- A Bachelor's degree in Social sciences, preferably Community Development, etc. with at least 3 years of work experience.
- Experience in similar translation tasks.
- Fluent in English and Somali.
- Proven capacity and ability to undertake translations on time to meet the deadlines.
- High proficient in computer skills.

Application files required

- A letter of application stating how you fit with the requirements of the consultancy.
- Detailed cost, either per page or per word.
- A detailed CV.
- A copy of the degrees /diplomas /certificates; and other relevant supporting documents.
- Must be able to show proof of previous work submitting the original text and translated work from English to Somali.

Submission of Applications

Interested candidates are requested to submit their technical and financial proposals to the email address given below.

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7. MONITORING AND EVALUATION CONSULTANT

Overall objective and purpose

The overall objective of the assignment is the establishment of an operational monitoring and evaluation system for the program. The purpose is to provide the project coordination with tools to effectively monitor project progress and achievement and to provide mid-term and end-of-project evaluations with sufficient information to assess the project's success.

Specific objectives

The objectives of this contract are:

- 1.To formulate a set of relevant, simple and straightforward indicators to monitor the project outputs listed above.
- 2.To design socioeconomic baseline surveys based on the set of indicators.
- 3.To identify sources of verification.
- 4.To produce operational means.
- 5.To produce an operational manual.

Requested services

The consultancy aims at developing an M&E system for the program. The Consultant will assist the Project in reviewing M&E needs and establishing necessary practical procedures and measures in order to operationalize M&E (data collection and processing). The consultant is expected to design a practical M&E system with regard to the following key aspects:

- 1.What needs to be measured?
- 2.What is the most appropriate source of information that needs to be collected?
- 3.How to collect the information and how often?
- 4.How to store and analyze data?

The Consultant is expected to:

1. Study the relevant project documents (including but not limited to the project document, provisional Workplan, first annual work plan, budget), review and revise the log frame and results in the matrix, and revise the indicators if necessary.

2. Review the M&E needs and plans of the project, and extract relevant indicators to monitor the project outputs listed above.

Timing and logistics

The Consultant will work in Somaliland. The assignment will be in two inputs of one month. She/he is expected to travel to each of the other three participating regions. Given the limited time, the Consultant will be expected to prepare this trip so as to allow the project team in these areas to prepare the visits, and effectively spend three days in each of the other three participating regions.

The M&E Consultant will be assisted by the NAFIS M&E. The main working language is English. The Consultant is expected to write the reports in English.

Expected outputs:

Required completion date.

1. A) A document that sets out the project At the end of the first input. M&E needs and lists project M&E indicators.

B) Socioeconomic survey designs.

2. A) Means to operationalize project M&E. At the end of the assignment.

B) The project's M&E system is developed.

REQUIRED COMPETENCIES

Academic Qualifications:

- The expert must have a postgraduate degree in natural resource management or equivalent.

Technical Competencies and Experience Requirements:

Minimum requirements:

- She/he should have a minimum of ten years of experience of working with government agencies and of working in development projects.
- At least ten-year experience in monitoring and evaluation, particularly in the context of natural resource and/or rural development projects.
- Knowledge of and experience in project cycle management and well versed in logical frameworks.

- Previous experience with M&E for FGC and SHG funded projects.
- She/he should be fluent in English and have a working proficiency in English.

Desired Skills and experience:

- Previous experience in working with FGC and SHG projects is an advantage.

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8. CURRICULUM DEVELOPMENT CONSULTANT

Assignment Objective

NAFIS is now considering the selection of a professional and qualified expert consultant to be part of the consultation team, who will assess the current FGC and SHG curriculum for practical pieces of training. The consultant will also provide a new program curriculum map that is responsive to the need of the local and national and aims at upgrading the skills of the beneficiaries and qualifying them to be change agents .

Main Tasks and Responsibilities

The curriculum development consultant will be responsible for the following tasks:

- Review and revise the current curriculum plans for SHG with practical courses, including courses, methodologies, practical training, and internship.
- Review similar curriculum of similar programs at one reputable regional or international NGO.
- Collect data from NAFIS staff, member organizations, beneficiaries and FGC stakeholders on the current trends and needs in the field of FGC and SHG.
- Identify the strengths and weaknesses of the current curriculum based on the mentioned above reviews and revisions.
- Update the current FGC/SHG plan by incorporating more practical courses in the curriculum.
- Present a new plan for the project technical committee.

Deliverables:

Draft Report to be submitted within 6 weeks of signing the agreement that includes the following:

- Comprehensive strength & weakness analysis report with a detailed evaluation of the existing curricula of the targeted program in terms of relevance to Somaliland, including benchmarking of the current curriculum with the recommended actions.
- Benchmark report against one regional or international NGO.
- First and final drafts of revised and updated curriculum FGC/SHG department with mapping.
- The final comprehensive report which documents all conducted activities, including methodologies, implemented activities, findings, recommendations, community needs, and proposed actions.

Essential Required Qualifications:

- At least a masters from an accredited university in curriculum development.
- Proven experience in conducting similar assignments of reviewing and developing NGO program curricula.
- Minimum of 3 years of professional experience in NGOs.
- Proven experience in the Somali community.
- Excellent communication and networking skills.
- Excellent reporting and formal writing skills in English.

Contract Type: Lump Sum Contract.

Contract Period: vary

Interested consultants/ researchers must submit their CV or resume along with relevant competencies, comprehensive experience records, proposed action plan and budget breakdown for the assignment by sending an email given below.

NOTE: NAFIS has identified 8 areas for consultancy. You are, therefore, required to apply for one area in which you feel qualified and experienced.

When applying, send your CV, photocopies of your certificates, and any other testimonials to support your application to nafisnetwork@gmail.com. Your CV must have three referees.