

SOCIAL NORMS CONSULTANT

Commencement: 3rd September 2020

Duration: 15 days

Terms of Reference (ToR)- Consultancy to Develop Tools and Conduct a Training of Trainers (TOT) on Community-Led Dialogue Facilitation to Change Social Norms

Background:

CISP (Comitato Internazionale per lo Sviluppo dei Popoli)

CISP Kenya carries out projects in areas of development by supporting national and county authorities to provide quality, equitable, transparent and accountable services in the sectors of higher education, child protection, culture, food security and nutrition. Currently, CISP is the Consortium lead for numerous development projects across multiple Counties and sectors in Kenya.

CISP is leading a consortium of partners to implement a Child Protection project funded by AICS in four sub-Counties in Nakuru and Kakamega Counties. The project is focusing on four components:

prevention of child abuse, child participation and empowerment, capacity development and systems strengthening and participatory research.

With the existence of harmful social norms in Kakamega and Nakuru, the project seeks to use innovative methodologies that will influence the community to abandon those negative social norms and take charge in addressing children concerns. Community-led dialogues have been found to be effective in changing the deep rooted negative social norms and harmful beliefs and practices affecting children and adolescents within the community by sparking conversations in the community.

The purpose of this assignment is to develop the tools for community-led dialogues methodology and to conduct the Training of Trainers (ToT) on Community-Led Dialogue Facilitation aimed at changing social norms that may cause child abuse in Kakamega and Nakuru counties. The participants of the TOT session conducted by the Social Norms Consultant will proceed to the four targeted sub-counties in Kakamega and Nakuru Counties to conduct the training of local facilitators of community-led dialogues.

Objectives

- To prepare the training content and materials on community led dialogues facilitation in the context of child protection, specifically for Kakamega and Nakuru counties, based on CISP's social norms assessment reports.
- To conduct a comprehensive 10-day Training of Trainers (ToTs) on Community-Led Dialogue Facilitation for changing social norms.
- To develop monitoring tools for community dialogues

List of deliverables

- Training manuals on community led dialogues facilitation in the context of child protection, one for Kakamega county the other for Nakuru county.
- Conducted a 10-day Training of trainers (ToTs) on changing social norms on child protection using the community-led dialogue methodology, including facilitation skills
- Monitoring tools for community dialogues
- A comprehensive training report

Qualifications, experiences

- Strong facilitation skills
- At least 3 years' experience as community led dialogue methodology trainer and facilitator
- Previous experience in conducting Training of Trainer (ToT) sessions
- A deep understanding of child protection issues and social norms
- Able to establish and maintain effective and meaningful working relations with community and staff in general
- Excellent communication skills
- Experience in implementing community dialogues in the context of changing social norms
- Trained as trainer of the Community led Dialogue methodology developed by UNICEF and JHU
- Fluent in English and Kiswahili

How to apply

Applications with non-returnable copies of CVs, testimonials and sample of previous work should be submitted on or before **1st September 2020** and via email to admin@cisp-nairobi.org cc waduu@cisp-nairobi.org

All applications should include the following;

- **Cover letter (maximum 1 page)**
- **Technical proposal (max 8 pages):**

The technical proposal should include (i) brief explanation about the Consultant with particular emphasis on previous experience in this kind of work; (ii) profile of the Consultant to be involved in undertaking the evaluation, (iii) Understanding of the TOR and the task to be accomplished, (iv) Draft work plan.

- **Financial Proposal:** The financial proposal should provide cost estimates for services rendered including daily consultancy fees excluding: stationeries and supplies needed for the training of TOT.
- **Samples:** At least two samples of previous work i.e. of similar caliber /projects.

Attached to the this TOR are the following CISP Policy Documents links for your familiarization.

- [Child Protection Policy Kenya and Somalia](#)
- [CISP Code of Behavior](#)
- [CISP PSEA Policy](#)
- [Code of Conduct for IAPG Agencies and Suppliers](#)

CISP is strongly committed to ending Child Abuse, all forms of Sexual Exploitation and Abuse, and to building a work environment that is safe and welcoming for all, where Sexual Harassment does not take place. The desired candidate for any position should share and support this commitment in all aspects of their personal and professional behaviour. Any history implicating that the applicant has a history of Child Abuse, Sexual Exploitation and Abuse, or Sexual Harassment, is a reason for excluding him or her from employment with CISP.