



Terms of Reference for a Training Consultant on facilitation skills, awareness and dissemination methodologies and tools for Child Protection Centre staff.

Background

Comitato Internazionale per lo Sviluppo dei Popoli – CISP (International Committee for the Development of Peoples) is a Non-governmental organization established in Rome in 1983, to engage against the impact of poverty and denied rights worldwide.

Eradicating poverty, creating the conditions which are necessary for development, building paths for reconstruction and providing support in emergency situations are CISP's core objectives. CISP has been active in over 30 countries worldwide: in Africa, Latin America, the Caribbean, Asia, the Middle East and Europe. Currently, it has various field offices in Kenya with its Regional offices in Nairobi and its Headquarters in Rome. CISP Kenya carries out projects in area of development, more information available at <http://developmentofpeoples.org/>

Context

Within the child protection program, CISP is focusing on service provision and prevention of child abuse in two counties in Kenya in partnership with UNICEF and the Department of Children Services. Two Child Protection Centres have been established in Kilifi and Nakuru Counties. These are "one stop shops" with a multi-disciplinary team of staff that ensures services such as: individual assessment of children; child and family counseling and psychosocial support, legal assistance, and repatriations of separated children. The service delivery is complemented by awareness and capacity building activities on child rights and child protection by the staff.

It is with this regard CISP seeks consultancy services to train the CPC AND CISP staff on facilitation skills, awareness and information dissemination methodologies and tools that will ensure effective communication with communities including children, on issues of child protection and services provided at the centres.

Training Objectives

The training will bring together CPC and CISP staff in the respective locations with the following key objectives:

- Equipping the staff with facilitation skills for effective delivery of child rights messages.
- Building the capacities of CPC and CISP staff to arrange, promote and facilitate awareness initiatives aiming at changing harmful norms and enhancing positive norms related to child protection.
- Building the capacities of CPC and CISP staff to monitor the impact of awareness initiatives.
- Building the skills of CPC and CISP staff on child rights awareness methodologies and tools.
- Enhancing communication skills for staff to ensure effective communication to clients at the centres and in the communities, as well as other stakeholders.
- Specifically equip the staff with child friendly methodologies and skills to ensure meaningful participation of children and promotion of life skills among children.

Duties and Responsibilities of the consultant

- The consultant is expected prior to the actual training, to assess the capacities of the participants to develop content that meets their capacity needs.
- Together with the relevant CPC and CISP team, design a 3-day training schedule that include the specific skills as outlined in the above objectives.



- Develop training materials including; PowerPoint presentation, discussion questions/exercises, role plays, and make the training as practical as possible.

Expected Outputs and Deliverables

- All CPC and CISP staff trained on skills and methodologies for creating awareness and information dissemination on child rights and child protection, to communities including children.
- All relevant CPC and CISP staff developed knowledge on social norms.
- All relevant CPC and CISP staff developed knowledge on measuring the impact of awareness initiatives.
- Increased capacities of CPC CISP members to enhance CP norms during awareness sessions and to measure and report on the impact of awareness raising initiatives.
- A consultancy report that includes
 - Training manual/module and tools that take into consideration the lessons learnt from this training and that will enable CISP to carry out this training independently in the future in other locations.
 - Training report including original training plan and actual training plan, lessons learned and feedback from participants.
 - Relevant handouts to participants.

Duty Station and duration

For all planning aspects, the consultant will liaise with the CISP focal person in Nairobi Office. The 3-day training will take place in separate locations; Malindi and Nakuru Counties. Transport and full board accommodation in both locations will be covered by CISP. The training should be conducted between 2nd and 12th June 2015.

Consultant's Skills and Experience:

- A bachelor's degree social sciences, psychology, social work, humanitarian affairs, development, political sciences or other relevant fields.
- Knowledge of child rights and child protection.
- Demonstrated facilitation/training skills particularly on information dissemination methodologies and tools.
- Demonstrated knowledge on behavior change strategies and methodologies.
- Demonstrated knowledge on monitoring the impact of behavior change initiatives.
- Excellent skills in training and on measuring the impact on awareness activities.
- Experience in capacity building of staff in child protection, life skills and community dialogues.
- Conversant with child friendly methodologies.
- Demonstrated strong oral and written communication ability.
- Ability to maintain consistent high standards of professional behavior and achievement.

SUB-CONTRACTING

Any agreement by which the Contracted Party entrusts performance of a part of the services to a third party is considered to be a Sub-Contract.

This assignment has no such provision and therefore; those services entrusted to the Training Consultant cannot be entrusted to third parties.

How to apply

Send an email including the following documents to kaburu@cisp-nairobi.org and



muoki@cisp-nairobi.org by 14 /05/2015

- CV (not exceeding 4 pages), including 3 references,
- Cover letter (1 page),
- Work plan/program based on the specific tasks for the assignment above,
- A financial proposal for the assignment,
- A brief account of relevant past work,

Incomplete applications or applications received after the closing date will not be given consideration.

Please note that only applicants who are short-listed will be contacted.