

TERMS OF REFERENCE (TORS)

CONSULTANT TO DEVELOP AND DELIVER HIGH-QUALITY SAFEGUARDING TRAINING PACK AND TRAINING OF TRAINERS (ToT) FOR THE REGIONAL SCHOLARSHIP AND INNOVATION FUND (RSIF)

Project Name: Regional Scholarship and Innovation Fund for Applied Sciences, Engineering and Technology (RSIF)

Reference No: KE-ICIPE-246080-CS-INDV

Grant No.: D347-3A

Expected duration: 30 person days (over 6 months)

Expected start date: 3rd May 2022

Application deadline: 25th March 2022 at 11:00 hrs East Africa Time

A. Background:

The Regional Scholarship and Innovation Fund (RSIF), the flagship program of the Partnership for skills in Applied Sciences, Engineering and Technology (PASET), is an initiative by African governments to address systemic gaps in skills and knowledge necessary for long-term, sustained economic growth in sub-Saharan Africa (SSA). PASET was launched in 2013 by the governments of Senegal, Ethiopia and Rwanda. The governments of Kenya and Ivory Coast have since joined the initiative, while several others have expressed commitment to enter the partnership.

The RSIF aims to (a) support competitively selected host universities in sub-Saharan Africa to establish high-quality PhD training, research and innovation environments in priority sectors, and to develop their institutional capacity for the benefit of the whole region; (b) provide a model for inter-Africa study, pan-African and international collaboration and knowledge exchange; (c) support the use of transformative technologies to tackle the continent's most pressing challenges; and (d) build a critical mass of highly skilled science and engineering leaders, innovators and entrepreneurs, including more women. The program responds to the need for skills to drive growth in key sectors, particularly ICTs including big data and artificial intelligence; food security and agribusiness; minerals, mining and materials engineering; energy including the

renewables; and climate change. RSIF will implement PASET's vision to train 10,000 PhDs at African Host Universities in the next 10 years.

The program is funded by African governments. Other key partners and contributors are the World Bank and the Government of South Korea, and with other contributing partners expected to join. RSIF Regional Coordination Unit (RCU) is the International Center of Insect Physiology and Ecology (*icipe*) located in Nairobi, Kenya.

The objective of the RSIF program is to strengthen the institutional capacity for quality and sustainable doctoral training, research and innovation in transformative technologies in Sub-Saharan Africa. To enhance the capacity development for the operation and management of doctoral training scholarships in selected African universities and research grants in ASET fields RSIF requires a scholarship and grants application system developed.

Regional Scholarship and Innovation Fund, RSIF has 185 PhD scholarship holders and will be taking on another up to 100 in 2022. The scholar's study in 15 African Host Universities in Sub-Saharan Africa. There are nineteen International Partner Institutes where the scholars can visit as part of their research work

B. Objectives of assignment

1. The consultant will work with RSIF constituents to produce a high-quality Safeguarding training pack which enables Regional Scholarship and Innovation Fund, RSIF to deliver training to scholars and African Host University staff on Sexual exploitation and abuse, Sexual harassment and Grievance Redress Mechanisms, in order to change attitudes, build and strengthen a culture that, has zero tolerance to gender based violence, supports survivors, promotes reporting of incidents when they occur and uptake of services by survivors. The training pack should include a training manual that can be used both internally and externally by staff and partners with minimal adaptation for context.
2. To prepare and deliver a ToT training for the RSIF AHUs and *icipe* focal persons/facilitators
3. The consultant will scope four new RSIF African Host Universities to ensure that they have requisite functional policies, legal, regulatory and institutional frameworks for social risk management including SEA/SH risk management and enhance overall safeguards capacity.

C. Specific tasks for the Consultant:

Based on the consultants' experience, knowledge of best practices, and the safeguarding sector guidance and requirements, the consultant will:

1. Conduct a desk review of current safeguarding and related policies, complaint mechanisms of the new RSIF AHUs (including on their responsiveness to SEA/SH) and advise RSIF on areas for improvement to its current policies and guidelines
2. Gather information (via documents or interviews with Coordination Unit Staff and the African Host Universities focal points) to understand RSIF model of working, contexts and type of safeguarding work.
3. Develop a safeguarding training pack including a training manual that can be used for Regional Coordination Unit staff, African Host Universities and partners with minimal adaptation for context (including a facilitator's guide, power point slides, case studies for discussion, etc.) and to be delivered virtually. The training pack should encompass the 6 principals of safeguarding: empowerment, prevention, proportionality, protection, partnership and accountability.
4. In liaison with the Regional Coordination Unit of RSIF at *icipe* organize for a peer review of the training pack and all its contents including the manual.
5. Prepare and deliver a ToT training for the safeguarding focal points in African Host Universities (including how to conduct a training needs assessment, designing of course content, conduct training for adult learners, use of training aids, handling difficult learners, training evaluation etc).
6. Conduct a desk review of policies, legal, regulatory and institutional frameworks for social risk management in the four new RSIF Africa Host Universities (Haramaya University, Ethiopia, Makerere University, Uganda, International Institute of Water and Environmental Engineering (2iE), Burkina Faso and University of Abomey-Calavi, Benin) to determine their preparedness in dealing SEA/SH risk among other form of grievances
7. Develop a final report including:
 - i. recommendations on the frequency of Safeguarding training including refresher training for the trainers and any further capacity development that may be required in the short and medium term
 - ii. Recommendations on the way forward based on the 4 RSIF AHUs desk review policy scoping on the way forward

D. Key deliverables:

The consultant shall deliver the following:

Key Deliverables	Timelines in days	Payment %
An inception report with a costed workplan	3	10
An approved peer reviewed and functional Safeguarding Training Pack	10	30
A course outline, including methodology and learning outcomes for a ToT Training	7	25
An evaluated TOT Training workshop.	7	25
Approved Final Report.	3	10
Total	30	100

E. Qualifications and experience

Individual applicants with the following experience are welcome to apply:

1. Advanced Degree in either Psychology, Law, Social Work, Social Sciences and other related field.
2. She/he must be familiar with World Bank safeguards requirements, social risk management guidance procedures and participated in WB funded projects particularly in supervision, management and monitoring.
3. At least 5 years of practical experience in implementing, social safeguards and gender interventions for education and other similar projects or programs funded by World Bank and/or other donor funded projects
4. Demonstrated understanding of World Bank Environmental and Social safeguard policies and/or standards, IFC Performance Standards, and working knowledge of various country policies and procedures (relevant Laws, Regulations and Guidelines).
5. Experience of supporting the strengthening of staff/partners’ capacities on safeguarding and developing training packages and activities.
6. Excellent grasp of current best practices in terms of safeguarding.
7. Understanding of safeguarding in the context of conducting research and research-related activities in programmes (assessments, etc).
8. Fluency in English. Working knowledge of French will be an added advantage.

F. Reporting and supervision:

The consultant will report to the Manager, Regional Coordinating Unit (RCU) of the RSIF and his designate RCU-*icipe* staff.

G. Time Frame

The individual consultant will be contracted for a period of **30 days**. He/she will develop a work plan covering the project scope. The consultant will be expected to work virtually.

H. Application guidelines

Interested applicants should submit the following documents to rsiftenders@icipe.org

by **Friday, 25th March 2022 at 11.00 hrs East Africa Time.**

- i. Detailed cover letter expressing interest in this assignment, including full contact details (name, tel. e-mail), and physical address.
- ii. Consultant's detailed CV including the following:
 - Experience of undertaking similar consultancy work during the last 5 years explain at least three (3) for reference.
 - Methodology have been used in the past assignments.
 - Contacts of at least three professional references.
- iii. Should be in English language

I. Criteria for selection of the best offer

The Consultant will be selected in accordance with the criteria laid down in paragraph E on Qualifications and Experience.