



# Initiative Africa

## TERMS OF REFERENCE

### SHORT TERM INDIVIDUAL CONSULTANCY

Initiative Africa (IA) works to promote self-reliance, opportunity, and access to key supports for persons vulnerable to poverty. Over the past years, IA has teamed up with NGOs, professional associations, policymakers, and media experts to reduce poverty through capacity development and community empowerment.

As we work with our partners to achieve our key objectives that of reducing, alleviating and preventing poverty, we continue to be committed to taking an integrated and coordinated approach with gender issues a part of nearly every IA program decision



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### **Introduction**

Today, it is quite common to find news related to school violence. Unfortunately, most of the people just listen and prefer to ignore such news. They even don't want to know how this problem is getting bad to worse day by day. But ignorance is not a solution for any problem.

In 2016, Initiative Africa in collaboration with the Ethiopian Teachers Associations developed a school violence measurement tool called the School Violence Index (SVI).

The objective of SVI is to enable schools to 'measure' (assess) and discuss the level of violence, with a focus on capacities, progress, performance and joint learning, with the goal to:

- Build understanding of the complex issues involved in school violence;
- Determine strengths and weaknesses of the school soft and hard instruments used to fighting violence;
- Recommend ways to improve the current deficiencies in the form of an action plan.

It was tested in 32 schools and found to be an important tool that serves its purpose. During the tests IA has learnt and tried to include comments provided by the users (education experts, teachers, school principals, students and parents). Nonetheless, IA wishes to join hands with a university to support its effort to eliminate school violence with revising and standardizing the existing SVI Manual.

### **About Initiative Africa**

Initiative Africa is (IA) a Non-Governmental Organization established in 2002 that promotes Quality Education for all in all the regional states of Ethiopia through teachers' professional development, research and outreach. It is actively working with public and private sector; partners with some local and international universities to address issues pertinent to quality education, youth development and gender issues.

IA's key program areas include arts for social development, women and girls empowerment and increasing youth engagement in community development. Currently, IA has started implementing a project titled Gender Equality: Making Change Happen, which focuses on gender mainstreaming and reducing gender-based violence in schools.

## **DUTIES & ACCOUNTABILITIES**

The Short Term Consultant (STC), who reports to the MCH program coordinator and manager, is responsible for the following tasks:

### **1. Establishing and Strengthening Schools Clubs (about 30%)**

As part of a small team, the STC is expected to:

- Asses the level of strength of the gender or Health clubs if there is any in the selected 20 schools to have understanding of the work ahead.
- Establishing or strengthen the capacities of an already existing club with in the school to be well structured and function at optimum potential.
- Facilitate a training for the school club's representative students on club management and maintenance
- Adopt the IA club manual to the schools.

### **2. SRH training for students (about 60%)**

Providing support and SRH training to the clubs and students of selected schools, may occasionally be expected to:

- Adopt the IA's SRH manual to the selected schools and for it to be given via the Clubs,
- Facilitate SRH Training and workshops to the schools,
- Facilitate the clubs to create a cascading program for SRH training in their respected schools,

### **3. Provide Report baseline and progress report (about 10%)**

Providing support to a full-time Communications Associate, may occasionally be expected to:

- Write and submit progress reports and assessment of the progress according to the work plan per given time table,
- Provide IA's Communication team with necessary details and pictures of the project and sub parts of the project for visibility purposes.

## **SELECTION CRITERIA**

The STC will ideally meet the following selection criteria:

- A well experienced in works related to schools and school based trainings,
- Basic understanding of communications approaches, tools and methodologies related to planning, executing of school based projects.
- Have a good relation and communication with school officials,
- Able to understand and tailor different trainings and manuals into the mind set of school students,
- Good knowledge of written and spoken English and Amharic. And also Good translation skills,
- Familiarity with current social, political and development issues,
- Strong organizational, research and analytical skills,
- Ability to work effectively under stress, and to prioritize and juggle multiple tasks within tight deadlines,
- A commitment to teamwork, and demonstrated willingness to provide help and support when others are in need; to lead or follow, depending on the needs of the team,
- Strong interpersonal skills and the ability to work with internal/external partners at all levels in a multicultural environment most importantly,
- Willingness to perform the full range of tasks required for the efficient functioning of the team and to extend self to meet deadlines, including working overtime on short notice should the need arise,
- Proficiency in various computer software packages (e.g., Word, Excel, PowerPoint, Outlook) and experience in searching the Internet.