

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

TERMS OF REFERENCE for a BCC consultancy	
Hiring Office:	Programme Unit - Youth
Purpose of consultancy:	<p>Mozambique ranks among the countries in the world with many challenges related to indicators on girls and women's rights and wellbeing. The centrepiece of the Action for Girls program (AFG) is the promotion and protection of the sexual and reproductive health and rights (SRHR) of girls and young women in Mozambique. The proposed program reflects the renewed attention by the United Nations to the equality agenda, which provides an opportunity to refocus youth programs towards the underlying causes and influential factors leading to the marginalization and vulnerability of girls and young women – as a vector for greater progress for society at large.</p> <p>This 4,5 year programme started in July 2015 and is scheduled to end in December 2019, to scale up sexual and reproductive health and rights programming for 1,085,447 girls and young women (aged 10-24) in Mozambique, in Nampula and Zambezia provinces. More specifically, to contribute towards girls and young women's increasing uptake and access to quality, integrated and gender responsive sexual and reproductive (SRH) youth-friendly services through:</p> <ul style="list-style-type: none"> - greater knowledge, capacities and agency related to their health, decision making, improved social status, expanded economic opportunities and greater life expectancy; - support to ASRH service provision; and - contribution towards an enabling environment supporting, protecting and promoting their SRH rights and needs. <p>In order to effectively address the above, the consultant aims to support to plan, coordinate, facilitate and implement the first phase of the SIDA project.</p>
Scope of work: <i>(Description of services, activities, or outputs)</i>	<p>The consultant scope of work is linked to the ongoing project, in order to design strategic interventions that will lead to SRH Behavior Change, including communication, education materials, capacity development. More specifically, the consultant is expected to:</p> <ul style="list-style-type: none"> • Develop a workplan on Behavior Change Communication for 2016 and 2017 • Develop curriculum and materials of trainings of new mentors under the Action for Adolescent Girls initiative in Zambezia and Nampula in the area of communication for behavior change and mentorship. • Build capacity and provide continuous technical assistance to IPs and mentors in the implementation of the Safe Space Model in Zambezia and Nampula. • Create and facilitate a forum on positive norms and practices, and innovation in engaging communities, including relevant officers of the local governments, local and religious leaders and teachers. • Develop a package of behavior change communications for public outreach as well as girls participating in safe spaces, including communication materials for media (a minimum 3 pieces of Op Ad for print media).
Duration and working schedule:	The work is to be conducted over the period of 7 months, from 1 st June 2016 and end 23 rd December 2016
Place where services are to be delivered:	Duty station is in Nampula project office, with visits to Zambezia province and ad hoc missions to Maputo.
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	<p>All the results on Behaviour Change Communication are expected to be delivered in electronic and hard copy, in English, as follows:</p> <ul style="list-style-type: none"> • BCC workplan for 2016 and 2017, with focus in the safe spaces (Action for Girls), by 10 June 2016 (5 days) • BCC <i>curriculum</i> for training the safe spaces' mentors by 30 June 2016 (17 days) • Instructions materials to train coordinators, supervisors and mentors (guidelines, brochures, M&E tools), under the Action for Girls by 30 July 2016 (26 days) • Provide technical advice and trainings to IP's and mentors in the field in planning and developing the mentor's sessions with a strong focus in the BCC approach, by 30 September (53 days) (20 districts, 2 provinces, 1000 mentors) • Create and facilitate a forum in the communities, that offers a continuous protection environment for the girls, and facilitate the mentors' working. By 15 November (39 days) (20 districts, 2 provinces) • Develop a package of BCC for public outreach, including materials for media and highlighting the UNFPA role and leadership by 23 December (33 days)
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	He/she will provide technical advice to the Adolescent and Youth Team with a focus on BCC component, development of curriculum and materials of trainings specific to the safe spaces in the Action for Girls Initiative. Specific work plans to conduct a series of assignments based on these ToR will be prepared monthly by the consultant in consultation with Adolescent and Youth programme officers.

	The Consultant will produce a monthly report of the activities carried out and the payment will be done based on the deliverables presented and certified by the Youth team and approval from the Assistant Representative.
Supervisory arrangements:	S/he coordinates and directly works with the two UNFPA Adolescent and Youth Programme Officers and reports to the Assistant Representative.
Expected travel:	Zambézia e Nampula
Required expertise, qualifications and competencies, including language requirements:	<p>1. EDUCATION Advanced University degree in Social Sciences or related technical field is required. *A first university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of advanced university degree.</p> <p>2. WORK EXPERIENCE</p> <ul style="list-style-type: none"> • Seven years professional experience in Behaviour for Development, Behaviour Change Communication, empowerment of adolescents, social norms programmes, community development or related professional field; • Professional experience supporting partnership initiatives • Experience in programming in relevant areas as well as project implementation. • Experience in providing policy advice to the government officers at high level. • Experience collaborating with NGOs and youth organizations. • Working experience in Africa region, especially Mozambique, can be an asset • Previous experience with the UN and specifically UNFPA can be an asset. <p>3. LANGUAGE Excellent communication in spoken and written Portuguese Working knowledge in English.</p> <p>Competencies of Successful Candidate</p> <p>i) Core Values:</p> <ul style="list-style-type: none"> - Commitment - Diversity and Inclusion - Integrity <p>ii) Core Competencies:</p> <ul style="list-style-type: none"> - Communication - Working with People - Drive for Results <p>iii) Functional Competencies:</p> <ul style="list-style-type: none"> - Formulating Strategies and Concepts - Analysing - Relating and Networking - Creating and Innovating
Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:	Laptop, desk, chair
Other relevant information or special conditions, if any:	N/A
<p>Signature of Requesting Officer in Hiring Office:</p> <p>Date:</p>	