|  |
| --- |
| **TERMS OF REFERENCE (TORS) FOR A CONSULTANCY**  **TO DEVELOP A CAPACITY BUILDING CURRICULUM FOR THE NATIONAL COALITION OF HUMAN RIGHTS DEFENDERS UGANDA (NCHRD-U).** |

**ABOUT THE NATIONAL COALITION OF HUMAN RIGHTS DEFENDERS**

The National Coalition of Human Rights Defenders Uganda (NCHRD-U) is a registered organization of various organizations and individual Human Rights Defenders (HRDs) that was formed in 2013. It seeks to strengthen the work of HRDs throughout the country through synergy and collaboration at national and international level to enhance the protection mechanisms for HRDs and their capacity to effectively defend human rights. NCHRD-U focuses its work in all regions in Uganda.

The NCHRD-U’s purpose is to protect and promote the work of HRDs in safe and secure environment through linkages with national, regional and international entities. Individuals and organizations working to promote the protection of Human Rights Defenders (HRDs) in Uganda. Further information about the Organization and what it does, can be found on our website: [www.hrdcoalition.ug](http://www.hrdcoalition.ug)

# 1.0 INTRODUCTION TO THE CONSULTANCY ASSIGNMENT

Given the ever-changing context which HRDs operate, NCHRDU is cognizant of the fact that there is need to adjust to match the dynamic environment in which HRDs operate. The NCHRD-U core mandate to is to promote and protect the work of HRDs it archives this through its core programming areas namely; Advocacy & Networking, Capacity building, Protection and emergency response. In order to ensure the continuity of the Coalition's service provision to human rights defenders, the NCHRDU recognizes the need to develop a capacity building curriculum that will seek to enhance the skills and knowledge of its workforce through a comprehensive capacity building curriculum. The curriculum will address current skill gaps, promote professional development, and ultimately improve organizational performance.

Furthermore, a well-designed capacity building curriculum FOR NCHRD-U will encourage innovation and creativity by fostering a learning environment that encourages experimentation, problem-solving, and critical thinking. It equips individuals and HRD organizations with the skills and mindset needed to innovate and adapt to changing circumstances.Based on that**,** NCHRD-U seeks to identify a consultant (individual or a firm) to undertake the above assignment.

# OBJECTIVE OF THE ASSIGNMENT

The overall objective of the assignment is to develop a comprehensive capacity building curriculum

**2.1 Scope of Work**

Activities and tasks:

1. Conduct a comprehensive needs assessment to identify current skill gaps and future organizational requirements.
2. Design a curriculum framework that aligns with the identified needs and organizational objectives.
3. Develop detailed course outlines, learning objectives, and instructional strategies for each module.
4. Identify or develop appropriate learning resources, including materials, tools, and technologies.
5. Incorporate an evaluation and feedback mechanisms to measure the effectiveness of the curriculum.

# 3.0 METHODOLOGY

The Consultant shall develop the most suitable methodology in line with the assignment

**4.0 KEY ACTIVITIES & EXPECTED DELIVERABLES.**

|  |  |
| --- | --- |
| **Key activities/Tasks** | **Deliverable/outputs** |
| Conduct an inception meeting | Inception report |
| Conduct an assessment and provide an overview, and analysis of the capacity strengths and weaknesses across the NCHRD-U membership and Secretariat staff | Detailed assessment report |
| Development of a comprehensive and detailed capacity building curriculum. | A comprehensive capacity building strategy including a strategic framework, strategies, interventions, cost and sustainability plan |

# 5.0 DURATION OF THE ASSIGNMENT

The assignment is expected to be carried out in a period of 21 working days

# 6.0 Budget and Payment

The consultant should provide an indicative budget per day in Uganda Shillings.

# Education and Experience

1. Bachelor or Advanced Degree Education, Education Planning, Social Sciences, Development Studies and any relevant course. (A professional course in any of the fields above is added advantage)
2. At least five (5) years of experience working in organizational development and capacity building.
3. Excellent writing and communication skills in English.
4. Strong interpersonal skills and the ability to communicate and work well with diverse people.
5. In-depth knowledge and understanding of issues of Human Rights in Uganda and Civil Society Sectors.
6. Ability to lead formulation of strategies and their implementation.

# Application Process

Interested and qualified candidates should submit their applications which should include the following; **a) Technical proposal, b) Financial proposal and c) Detailed Curriculum Vitae.** **Please quote “Capacity building curriculum – National Coalition of Human Rights Defenders - Uganda” on the subject line.**

Applications should be emailed to info@hrdcoalition.ug to reach us not later than 4pm on the 22nd **April 2024.**