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TERMS OF REFERENCE (ToR)

Trainers/Facilitator – National Young Women SRHR Advocacy Consolidation Lab (Uganda)

1. Background

Paradigm for Social Justice and Development (PSD) is implementing initiatives aimed at strengthening the meaningful participation of young women in Sexual and Reproductive Health and Rights (SRHR) advocacy and decision-making processes.

As part of these efforts, PSD will convene a National Young Women SRHR Advocacy Consolidation Lab to bring together young women leaders from across Uganda. The Lab will provide a collaborative space for young women advocates to reflect on experiences from their communities and youth-led organizations, strengthen their advocacy capacity, and consolidate shared national SRHR advocacy priorities and strategies.

The Lab seeks to strengthen young women's collective voice and influence in national policy processes and support the development of a young women-led national SRHR advocacy agenda.

PSD is therefore seeking experienced trainers/facilitators to design and facilitate the National Young Women SRHR Advocacy Consolidation Lab.

2. Objectives of the Training

The training aims to:

- Strengthen young women's capacity to engage in national policy advocacy and governance processes.
- Enhance participants' understanding of Uganda's SRHR policy landscape and decision-making structures.
- Facilitate the identification and consolidation of young women-led national SRHR advocacy priorities.
- Strengthen collaboration, networking, and solidarity among young women advocates across Uganda.
- Develop a draft National Young Women SRHR Advocacy Agenda to guide future advocacy engagements.

3. Scope of Work

The selected trainers will be responsible for:

- Designing and facilitating the National Young Women SRHR Advocacy Consolidation Lab.



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- Delivering participatory sessions on policy advocacy, feminist leadership, and strategic engagement.
- Supporting participants to analyze the national SRHR policy landscape and identify key advocacy entry points.
- Facilitating processes for participants to identify and prioritize national SRHR advocacy issues affecting girls and young women.
- Guiding participants in developing collective advocacy strategies and action points.
- Documenting key discussions, recommendations, and outcomes from the Lab.
- Preparing and submitting a final consultancy report.

4. Key Training Topics

The facilitation should cover, but not be limited to, the following areas:

- Overview of the SRHR policy and legal landscape in Uganda
- Youth participation in policy and governance processes
- Feminist leadership and movement building
- Strategic advocacy and coalition building
- Stakeholder and power mapping for policy engagement
- Advocacy messaging, storytelling, and influencing strategies
- Development of a National Young Women SRHR Advocacy Agenda

5. Expected Deliverables

The trainers will deliver:

- A training facilitation plan and methodology prior to the Lab
- Facilitation of the 3-day National Advocacy Consolidation Lab
- Documentation of key national SRHR advocacy priorities identified by participants
- A final consultancy report highlighting key outcomes, recommendations, and proposed advocacy actions (submitted within 7 days after the Lab)

6. Duration and Location

Duration: 3 days

Location: Kampala

7. Required Qualifications

The Trainers should have:

- Demonstrated expertise in SRHR policy advocacy, gender equality, or feminist movements
- Experience facilitating national advocacy dialogues, policy engagement platforms, or capacity-building workshops
- Strong understanding of Uganda's governance and policy advocacy processes



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- Experience working with youth-led movements, feminist organizations, or civil society groups
- Excellent facilitation, mentoring, and participatory learning skills

8. Reporting

The selected trainer/facilitator will report to the **Program Manager and** will work closely with the PSD program team in preparing and delivering the Lab.

9. Application Process

Interested applicants, whether consultant or firm, should send:

- a) A Letter of Interest stating how the trainer/facilitator meets the selection criteria and their understanding of the terms of reference.
- b) Summarized description of the scope of work and the intended methodology to be used as well as a tentative work plan and agenda.
- c) Curriculum Vitae (CV) outlining relevant qualifications and experience.
- d) Names and contacts of three recent professional referees (previous clients) that the facilitator has worked for in the past.

The above listed items should be sent to paradigmforjustice@gmail.com, not later than 30th March 2026.

PSD is an equal opportunity employer, and proud to be committed to diversity and inclusion. We will consider all applicants qualified without regard to race, color, national origin, gender, religion, disabilities, or age. We require that the applicant expresses the same level of respect.