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## TERMS OF REFERENCE

### Trainers/Facilitators – Buikwe Young Women SRHR Mentorship and Priority Setting

#### 1. Background

Paradigm for Social Justice and Development (PSD) is implementing the initiative “Her Voice, Her Influence in SRHR Decision-Making in East and Southern Africa.” The initiative seeks to strengthen the meaningful participation and influence of young women in Sexual and Reproductive Health and Rights (SRHR) advocacy and decision-making processes.

As part of the project implementation, PSD will conduct capacity-building and mentorship sessions for young women in Buikwe District to support them in identifying key SRHR issues affecting their communities and strengthen their advocacy skills.

PSD therefore seeks qualified trainers/facilitators to deliver the Buikwe Young Women SRHR mentorship and priority-setting sessions.

#### 2. Objectives of the Training

The training aims to:

- Strengthen young women’s understanding of Sexual and Reproductive Health and Rights (SRHR).
- Build skills in community advocacy and issue identification
- Support young women to document lived experiences affecting SRHR
- Enable participants to identify priority advocacy issues in Buikwe District

#### 3. Scope of Work

The trainers will be responsible for:

- Designing and delivering training sessions on SRHR and youth advocacy.
- Facilitating participatory discussions, group work, and mentorship sessions.
- Supporting participants to identify and prioritize community SRHR issues.
- Guiding young women in documenting community experiences and evidence.
- Mentoring participants on advocacy strategies and storytelling for social change
- Preparing and submitting a training report

#### Key Training Topics

#### 4. Key Training Topics

The trainers are expected to cover the following areas:

- Introduction to Sexual and Reproductive Health and Rights
- Gender equality and SRHR policy frameworks.
- SRHR challenges affecting girls and young women.



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- Community advocacy and leadership.
- Documentation of lived experiences.
- Priority setting for advocacy

## 5. Expected Deliverables

The trainers will deliver:

- A training facilitation plan and materials
- Facilitation of the Buikwe mentorship sessions
- Documentation of key SRHR issues identified by participants
- A training report highlighting key outcomes and recommendations

## 6. Duration and Location

Duration: 3 days

Location: Buikwe District

## 7. Required Qualifications

The trainers should have:

- Demonstrated expertise in SRHR, gender equality, or youth advocacy
- Experience facilitating participatory training for young people
- Strong knowledge of community advocacy and youth engagement
- Experience working with young women or grassroots organizations

## 8. Application

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](mailto:paradigmforjustice@gmail.com), not later than 30<sup>th</sup> March 2026.



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*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*