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TERMS OF REFERENCE (ToR)

Trainers – Regional Young Women SRHR Advocacy Session (Online)

1. Background

Paradigm for Social Justice and Development (PSD) invites applications from qualified individual consultants or firms to design and facilitate a 3-day online regional advocacy session for young women SRHR advocates from Uganda, Kenya, Malawi, Zambia, and Zimbabwe.

This session is part of PSD's initiative to strengthen regional collaboration, collective advocacy, and capacity-building among young women working on Sexual and Reproductive Health and Rights (SRHR). The training will provide participants with opportunities to exchange experiences, consolidate regional advocacy priorities, and develop strategies for coordinated action across the region.

2. Objectives

The regional online training aims to:

- Strengthen participants' understanding of regional SRHR policy frameworks, governance structures, and advocacy opportunities.
- Facilitate knowledge exchange and cross-country learning among young women advocates.
- Support participants to identify and prioritize regional SRHR advocacy issues.
- Build collaboration, networking, and solidarity among regional youth advocacy networks.
- Produce a draft Regional Young Women SRHR Advocacy Roadmap or action plan to guide future advocacy initiatives.

3. Scope of Work

The trainers will;

- Design and facilitate the online regional advocacy session, including interactive and participatory methods suitable for a virtual setting.
- Lead discussions on regional SRHR frameworks, policy processes, and advocacy strategies.
- Facilitate peer learning, experience sharing, and cross-country knowledge exchange.
- Guide participants to identify, prioritize, and validate regional advocacy issues.
- Support participants in developing collaborative advocacy strategies and action points, including potential joint campaigns.
- Ensure comprehensive documentation of discussions, decisions, and recommendations.
- Prepare and submit a training summary report within 7 days post-session.

4. Key Training Topics

The Trainer/facilitator should cover, but are not limited to:

- Overview of regional SRHR policy frameworks (including AU and East & Southern African policies)



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- Youth participation in regional advocacy spaces and decision-making platforms
- Cross-border collaboration and coalition building
- Strategic communications, digital advocacy, and social media for policy influence
- Advocacy messaging, storytelling, and influencing strategies
- Development of a Regional Young Women SRHR Advocacy Roadmap, including priorities, targets, and collaborative strategies
- Include digital advocacy tools and social media strategy

5. Expected Deliverables

The trainers will provide:

- Training facilitation plan and materials, including agenda, session outlines, and learning tools
- Facilitation of the 3-day online regional advocacy session
- Documentation of regional advocacy priorities and strategies validated by participants
- Final consultancy report summarizing discussions, lessons learned, recommendations, and proposed follow-up actions (submitted within 7 days post-session)

6. Duration and Modality

Duration: 3 days

Modality: Virtual (Zoom, Microsoft Teams, or other PSD-approved platform)

Participants: Young women advocates from Uganda, Kenya, Malawi, Zambia, and Zimbabwe

Time zone considerations: Facilitation should ensure equitable participation across countries

7. Required Qualifications

Trainers should have:

- Experience facilitating online or hybrid regional training/workshops
- Strong knowledge of regional SRHR policy processes, youth networks, and advocacy platforms
- Experience working with youth-led movements, feminist organizations, or civil society groups
- Excellent facilitation, mentoring, and participatory engagement skills
- Strong written and oral communication skills in English
- Ability to deliver outputs on time, including materials and final report

8. Reporting

The consultant(s) will report to the **Program Manager** with the PSD program team throughout the **design, delivery, and reporting phases** of the session.



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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.