

## Terms of Reference for Documentation of Success Stories Empower@Scale Project

### **About Hivos**

Hivos is an international development organization guided by humanist values. Together with citizens and their organizations, we aim to contribute towards just, inclusive and life sustaining societies where people have equal access to opportunities, rights and resources. We work in partnership with others in the Middle East, Africa, Asia and Latin America on three impact areas: civic rights; gender equality, diversity and inclusion, and climate justice. Our approach is solution driven, and we build wider movements for change by amplifying and connecting voices.

### **Empower@Scale Project**

The project is being implemented by a Consortium with Oxfam Novib as a lead partner. Funded by the International Fund for Agricultural Development (IFAD), the project seeks to propose a mechanism for facilitating the set-up and professionalisation of Empowerment Learning Centres (ELC) engaging with IFAD-supported projects and other actors for capacity development on Household Methodologies (HHM) like Gender Action Learning System (GALS) maintaining key principles such as gender equality, empowerment, and participation. By linking the ELCs into national/regional networks and a global platform, the Consortium will create a strong knowledge and evidence base to support scaling up of the gender transformative HHM. With rural women and men, the consortium developed and packaged new approaches to HHM for working for instance with youth; integration into rural finance programmes; and engaging with the private sector to achieve gender equality and social inclusion in rural value chains. Specifically, in Kenya, the innovation trajectory involved digitalization of some of the GALS tools to enhance youth engagement.

The project has 4 outcomes namely:

1. A network of local/national Empowerment Learning Centres (ELC) for quality assured capacity development services on HHM established and functioning;
2. Online platform for networking, knowledge sharing and monitoring the use of HHMs set up and effectively used“;
3. Increased availability of new approaches for HHM/GALS for specific thematic areas and to reach particular target groups, such as youth and indigenous people, and Increased global coherence of HHM implementation;
4. Increased global coherence of HHM implementation

### **Why Documentation of Success Stories?**

During the final year of the project implementation, Knowledge Management (KM) is being activated in terms of documenting experiences (stories of change, outcome harvesting, and success stories), making these available to champions across the 3 countries implementing the project and to all organization interested in GALS, including IFAD projects. The goal of the project was to contribute to gender equality and sustainable livelihoods for marginalized rural women, men and youth as a result of more inclusive and gender equitable programmes for rural transformation. We appreciate that collecting and documenting success stories affords the opportunity to step back and celebrate achievements both big and small. Success stories will create visibility, credibility and clarity around the E@Scale project interventions and outcomes. Some of the spheres of anticipated changes were around:

1. Empowerment of poor and marginalised (young) rural women and men;
2. Powerful public and private stakeholders taking responsibility for empowering the marginalised;
3. Integration of good gender and participatory practice in programmes and interventions; and
4. Improved knowledge and policy to support the use of empowerment methodologies at a wider scale.

The planned process of documentation of the success stories aims at creating evidence of E@Scale project interventions and impact in Kenya for sharing across the different countries and in the global platform.

## Methodology

This exercise will be conducted in Kenya. We will adopt the Most Significant Change (MSC) Technique where the graduated GALs champions from our Empower Learning Centers (ELCs) in Meru and Makueni Counties will identify stories of change worth documentation due to their significance. These stories will further be subjected to a panel of designated stakeholders (GALs champions, project staff, community members) through a Focus Group Discussion (FGD) for the systematic selection and construction of the most significant of these stories. These stories will then be packaged by the documentation consultant in 'Stories of Change' booklet digital version for sharing in the Global Platform as well as other related platforms for learning.

## Expected outputs

The expected outputs/deliverables from this assignment are;

### 1. Stories of Change Booklet (Digital Version)

Document and produce at least 7 success human interest stories from each county the project was being implemented (Meru and Makueni)

## Time frame

It is expected that this assignment commences immediately and should be finished within 20 working days from the date of engagement.

## Skills and qualifications of consultants

We are looking for consultants/team with the following skills and qualifications;

- Minimum qualification of a Bachelor's degree in Communications, Journalism or equivalent
- Demonstrated experience for at least 2 years in Public Relation and Communications for government / international NGOs would be an added advantage
- Has experience in documenting stories of change among smallholder farmers especially in rural areas
- Ability to produce work of the highest quality (provide at least three references from previous clients)
- Experience in documentation using participatory methodologies
- Proven record of excellent management, leadership, decision-making and interpersonal skills;
- Proven track record of delivering concise and quality work under time pressure

## How to apply

Qualified and interested parties are asked to submit the following;

A detailed technical and financial proposal clearly demonstrating a thorough understanding of this ToR and including but not limited to the following;

- Company profile (where applicable).
- Description of the methodology
- Demonstrated previous experience in similar tasks and other qualifications outlined in this ToR.
- Proposed timeframe detailing activities and a work plan.
- A detailed budget with breakdown of costs in USD

All proposals should be sent electronically with attachments in pdf and a subject line: **Documentation of Success Stories – Empower@Scale Project** to [eastafriajobs@hivos.org](mailto:eastafriajobs@hivos.org) not later than **21<sup>st</sup> February 2022**.