

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANTS

Title	Funding Code	Type of engagement	Duty Station:
Consultancy for the Development, Training, and Accompaniment of a Community-Based Preventive Model aligned with ProSAS	SC250716	<input checked="" type="checkbox"/> Consultant	Mozambique Pebane Nicoadala

Purpose of Activity/Assignment: The objective of this consultancy is to develop, train, and accompany the implementation of a community-based preventive model, aligned with the Social Action Services Programme (ProSAS), in close coordination with the District Services of Health, Women and Social Action (SDSMAS). The consultancy aims to strengthen the prevention of social risks through community engagement, the dissemination of key prevention messages, and the strengthening of the capacities of community actors, thereby contributing to the reduction of rights violations among the most vulnerable groups.

Scope of Work:

The Social Action Services Program (ProSAS) is one of the five programs of the National Basic Social Security Strategy II (ENSSB II), created to institutionalize and structure social action services in Mozambique. ProSAS focuses on the prevention of and response to social risks, including violence, abuse, neglect, exploitation, discrimination, and social exclusion.

The program is implemented at the district level by the District Services of Health, Women and Social Action (SDSMAS), through the Departments of Women and Social Action (RMAS), under the normative guidance of the Ministry of Labor, Gender and Social Action (MTGAS).

Strengthening the capacity of social workers and para-social workers is a cornerstone for effective prevention of social risks, as emphasized in the ProSAS framework and UNICEF’s global guidance on the social service workforce. Prevention requires a workforce that is adequately trained, clearly mandated, and embedded at community level to identify early signs of vulnerability, address harmful social norms, and reduce exposure to risks such as violence, abuse, neglect, discrimination, and social exclusion. Both ProSAS and UNICEF recognize that prevention is most effective when it combines community engagement, rights-based awareness, and coordinated action across sectors such as health, education, justice, and social protection.

Developing this capacity involves equipping workers with core competencies in risk identification, community sensitization, basic psychosocial support, referral pathways, and case management. ProSAS highlights the role of district-level social action technicians and community-based para-social workers as frontline actors who require structured training, ongoing supervision, and clear procedural guidance to deliver preventive interventions. UNICEF similarly underscores the importance of continuous professional development, supportive supervision, and alignment of training with national standards to ensure quality, ethical practice, and consistency in preventive responses.

Finally, an enabling system is essential to sustain prevention capacities. This includes clear roles and responsibilities, functional referral and counter-referral mechanisms, reliable supervision structures, and integration of prevention activities into broader social protection and child protection systems. By investing in workforce planning, development, and support—as proposed by ProSAS and reinforced by UNICEF—governments can strengthen community-based prevention, reduce long-term social risks, and ensure that social and para-social workers are empowered to act early, effectively, and in the best interests of vulnerable children, families, and communities.

Under the supervision of UNICEF Quelimane and in coordination with the SDSMAS/RMAS, the consultant will be responsible for:

1. Developing a community-based preventive model aligned with ProSAS;
2. Delivering training on the preventive model, with a particular focus on:
 - social prevention;
 - community engagement;
 - communication for social and behavioural change;
3. Planning and supporting the dissemination of key prevention messages through:
 - community talks;
 - socio-recreational activities;
 - cultural activities;
 - community communication sessions;
4. Training community actors on the preventive model;
5. Providing technical accompaniment to community actors during the implementation of preventive actions;
6. Working in close coordination with the SDSMAS/RMAS throughout the entire process;
7. Supporting the monitoring of preventive actions, in alignment with ProSAS indicators;
8. Producing progress reports and a final report.

Child Safeguarding

Is this project/assignment considered as “[Elevated Risk Role](#)” from a child safeguarding perspective?

YES NO If YES, check all that apply:

Direct contact role YES NO

If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediately physical proximity, with limited supervision by a more senior member of personnel:

Regular contact during community activities, talks, socio-recreational events, and the training of community actors throughout the consultancy period.

Child data role YES NO

If yes, please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (name, national ID, location data, photos):

More information is available in the [Child Safeguarding SharePoint](#) and [Child Safeguarding FAQs and Updates](#)

Budget Year: 40,000	Requesting Section/Issuing Office: Social Policy	Reasons why consultancy cannot be done by staff: The consultancy requires specialized technical competencies in: <ul style="list-style-type: none"> the development of community-based preventive models; the training and accompaniment of community actors; communication for social and behavioural change. <i>These competencies are not sufficiently available within the regular staff structure, particularly given the need for sustained physical presence in the districts over a six-month period.</i>	
Included in Annual/Rolling Workplan: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No, please justify:			
Consultant sourcing: <input checked="" type="checkbox"/> National <input type="checkbox"/> International <input type="checkbox"/> Consultant selection method: <input type="checkbox"/> Competitive Selection (Roster) <input type="checkbox"/> Competitive Selection (Advertisement/Desk Review/Interview)		Request for: <input checked="" type="checkbox"/> New Individual Contract <input type="checkbox"/> Extension/ Amendment <input type="checkbox"/> Low Value Contract (LVC)	
If Extension, Justification for extension:			
Work Assignment Overview			
Tasks/Milestone:	Deliverables/Outputs:	Timeline	Payment schedule
<i>Document review, coordination with SDSMAS, and community diagnosis</i>	<i>Inception Report including methodology, workplan, and implementation timeline</i>	<i>15 days 01/03</i>	<i>15%</i>
<i>Development of the preventive model and training materials</i>	<i>Documented preventive model and training materials</i>	<i>20 days 08/03</i>	<i>40%</i>
<i>Training of technicians and community actors</i>	<i>10 community actors trained across the two districts and 5 social action technicians trained</i>	<i>40 days 31/03</i>	<i>15%</i>
<i>Accompaniment of the implementation of preventive actions</i>	<i>Monthly implementation monitoring reports</i>	<i>90 days 30/08</i>	<i>15%</i>
<i>Final evaluation and consolidation of the model</i>	<i>Final report including lessons learned and recommendations</i>	<i>15 days</i>	<i>15%</i>
Supervisor: Carolina Bascunan Social Policy Specialist	Start Date: 15/02/2026	End Date: 15/11/2026	Number of Days (working) 180 days

Estimated Consultancy fee			
Travel International (if applicable)			
Travel Local (please include travel plan)			
DSA (if applicable)			
Total estimated consultancy costs¹			
<p>Minimum Qualifications required:</p> <p><input checked="" type="checkbox"/> Bachelors <input type="checkbox"/> Masters <input type="checkbox"/> PhD <input type="checkbox"/> Other</p> <p>Enter Disciplines: art, adolescent participation, community engagement, social action</p>	<p>Knowledge/Expertise/Skills required:</p> <p>Proven at least 8 years of experience in social prevention and community-based work;</p> <p>Knowledge of ProSAS or similar social protection programmes;</p> <p>Experience in training and accompanying community actors;</p> <p>Strong competencies in community communication and behaviour change;</p> <p>Experience working with government institutions;</p> <p>Fluency in Portuguese (knowledge of local languages is an asset).</p>		
<p>Administrative details:</p> <p>Visa assistance required: <input type="checkbox"/></p> <p>Transportation arranged by the office: <input type="checkbox"/></p>	<p><input checked="" type="checkbox"/> Home Based <input type="checkbox"/> Office Based:</p> <p>If office based, seating arrangement identified: <input type="checkbox"/></p> <p>IT and Communication equipment required: <input type="checkbox"/></p> <p>Internet access required: <input type="checkbox"/></p>		
Request Authorised by Section Head	Request Verified by HR:		
<p><i>Review by Social Policy Social Protection (for evaluation related TORs)</i></p> <p>_____</p> <p><i>Approval of Deputy Representative Operations (if Operations): Approval of Deputy Representative (if Programme)</i></p> <p>_____</p> <p><i>Representative (in case of single sourcing/or if not listed in Annual Workplan)</i></p> <p>_____</p>			

ⁱ Costs indicated are estimated. Final rate shall follow the “best value for money” principle, i.e., achieving the desired outcome at the lowest possible fee. Consultants will be asked to stipulate all-inclusive fees, including lump sum travel and subsistence costs, as applicable.

Payment of professional fees will be based on submission of agreed deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant

Text to be added to all TORs:

Individuals engaged under a consultancy contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.