

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANTS

Title Early Child Development Consultant	Funding Code Grant:	Type of engagement Consultant	Duty Station: Nampula Field Office
Purpose of Activity/Assignment: Consultant to provide technical support in the coordination and implementation of the Early Child Development (ECD) Programme in Nampula Province			
Scope of Work: Nutritional context <p>Chronic malnutrition rates have been slowly reducing in recent decades, with a current estimate of 38% prevalence among children under 5. Although infant mortality has reduced substantially over the same period, rates remain unacceptably high, with a rate of 39/1,000. Data from DHS 2022-2023 shows that 49% cover 4 or more antenatal consultations, 56% of children under 6 months of age are exclusively breastfed, only 5% of children have a minimum acceptable diet, 39% of children from 24-59 are on good track about health, learning and psychosocial well-being. Concerning newborns, their mortality and survival in Mozambique is intrinsically linked to the survival, health and nutrition of women of reproductive age, during pregnancy and between pregnancies. The periods of greatest risk of mortality for women and newborns are the hours before childbirth and the hours and days following it. The high rates of maternal and neonatal mortality are also influenced by the high frequency of teenage pregnancy, which contributes to increased exposure to obstetric and neonatal risks, and is also a contributing factor to prematurity, which is responsible for 50% of neonatal deaths in the country.</p> <p>Low birth weight affects 14 % of children nationwide, and this is a contributing factor to child malnutrition in the country, indicating the importance of promoting maternal nutrition and prenatal care, such as the treatment of infections related to premature births and low birth weight.</p> <p>Nampula Province has a 47% prevalence of chronic malnutrition, the highest in the country, 62% of Exclusive Breastfeeding and with regard to food consumption, the data shows that 13% of children aged 6-23 months consume a minimum acceptable diet, i.e. they consume 5 or more of the 8 food groups, and the frequency of feeding is 9%, i.e. they consume between 2 and 3 meals throughout the day and 0.4% have a minimum acceptable diet.</p> <p>Malnutrition is the main underlying cause of child mortality in Mozambique, associated with at least a third of infant deaths, and during childhood it can have a permanent impact on children's growth and cognitive development, reducing their potential for educational success and future productivity. It's the consequence of a child not receiving the nurturing care required to develop and grow well.</p> ECD context <p>Children have the right to reach their full development from early childhood throughout life. The scientific research focusing on early brain development confirms that the quality of the experiences within the first 1,000 days of a child's life is particularly critical because it is within this period that the brain develops most rapidly, with vital changes occurring in all domains - language and communication, social skills and emotional control, recognition and understanding of symbols in the environment and the development of attitudes and aptitudes to learning and living. The brain of a young child needs multiple experiences to develop and the need for early childhood development (ECD) emphasizes the need for a collaborative approach including critical inputs from the sectors of Health, Education and Child Protection/ Social Development to support the development of boys and girls.</p> <p>UNICEF defines ECD as the period from conception up to primary school entry (5 years). The early childhood period encompasses several distinct phases: from 'conception to birth' and from 'birth to 3 years' - with emphasis on the first 1,000 days (from conception to 24 months) - followed by the 'preschool and pre-primary years (3 years to 5 or 6 years, or the age of primary school entry). This is a unique window of opportunity for children's cognitive, social, emotional and physical development, which occurs as the result of the child's interaction with his/her environment. The Nurturing Care Framework (NCF) outlined by the World Health Organization (2018) provides a roadmap for addressing the needs</p>			

of the whole child and their caregivers from pregnancy through age three by identifying and linking five key dimensions: health, nutrition, responsive caregiving, security and safety, and opportunities for early learning. Given the interconnectedness of these dimensions, a systems-level approaches is more effective than single-sector interventions. A nurturing care systems' approach is essential to improve the early child development.

Investing in the early years of life is an evidence-based strategic approach that can increase equity and ensure compliance with Goal 4.2 and SDG1 that states that by 2030, ensure that all boys and girls have access to quality early childhood development, care and pre-primary education in order to be prepared for primary education. Moreover, investment in ECD guarantees potential returns that exceed costs, with every 1 USD invested in early childhood yielding a return of 7 USD in adulthood.

With regard to Early Childhood Development data, Nampula Province has a prevalence of 24% (the lowest of the country) of children who are on the right path of development in terms of health, learning and psychosocial well-being and ranks 4th with a prevalence of 4.7% of children aged 2-4 who have at least one functional difficulties in the three domains(health, learning and psychosocial well-being).This shows that there is a great loss of human capital, since 61% of children in this age group will not reach their full potential.

Opportunities and enabling environment

In the context of ECD, UNICEF has been working at National Level and at districts of Nacala-Velha and Monapo in Nampula Province. This UNICEF investment has financial support from the Hilton Foundation and aims to accelerate the implementation of ECD interventions, both at national and provincial level with advocacy and coordination actions to elevate ECD at Government agenda and strengthen capacity building of community, health facility and institutional level stakeholders on ECD. Within this package, health and nutrition actions are implemented, accompanied by a very comprehensive behavior change communication package.

During the last three years an enabling environment was created within the Ministry of Health with significant achievements: an ECD technical working group with participation of different departments was established; a three-year action plan for ECD was developed; a competence-based curriculum for physiotherapists and prosthetics was developed with ECD integrated; ECD content was included in the "UpScale" digital platform for data collection from community health workers; UNICEF advocated successfully for "ECD 2030" indicators to be integrated into the upcoming national Demographic and Health Survey; and finally, multisectoral round tables with civil society and private sector participation promoted opportunities for effective multisectoral coordination which is ongoing.

Methodology

The consultant will work in close collaboration and under the guidance of the ECD focal points of Provincial Health Directorate (DPS) and Nutrition Specialist, under the supervision of the Chief of Field Office in Nampula Province. A UNICEF Nutrition Officer based in Maputo will be responsible for overseeing the work done.

A monthly work plan will be prepared by the consultant and jointly reviewed by UNICEF and DPS Nampula, where the objectives and products will be described.

Purpose and Objectives

The ECD Consultant based in UNICEF Nampula field office, under the supervision of the Chief of Field Office and technical supervision of the Nutrition Officer and Nutrition Manager, is responsible for the on-ground coordination, implementation, monitoring, and evaluation of early child development programme.

Objectives

The main objective of the is:

- Provide technical support to the Nampula Health Provincial Directorate on the implementation of the early child development programme in Nampula, promoting the holistic growth and development of children, ensuring activities are aligned with best practices aligned with the Nurturing Care Framework and coordinate the implementation of ECD activities among the different partners that have presence in Nampula Province with Hilton Foundation support.

Activities to be undertaken

1. Program Advocacy and Coordination:

- Oversee coordination among different partners implementing ECD activities and monitor early childhood activities implementation at the province or district level;
- Support the creation of a Multisectoral Technical Working Group at Provincial and District level
- Lead the working group on application of the Nurturing care framework for multi-agency and multi – sector programming
- Take lead on the organization of ECD roundtables at Provincial level
- Coordinate and execute multi-year advocacy campaign on ECD involving all provincial and district stakeholders

2. Community Engagement:

- Organize community-based workshops and events to support child development and parental involvement;
- Coordinate with SBC team the implementation of ECD interventions at the community level

3. Monitoring and Evaluation:

- Implement monitoring and evaluation plans to assess program effectiveness and impact.
- Conduct regular field visits to monitor program activities and provide on-site support.
- Set up of a M&E framework and visual dashboard for progress monitoring for ECD programme in Nampula
- Review and report on the data collected on ECD at community and health facility level community and Health facility feedback.

4. Partnership and Networking:

- Develop and maintain partnerships with local government agencies, NGOs, and other stakeholders.
- Represent the organization at local forums and networks focused on early childhood development.
- Supporting the mapping of ECD partners at provincial level

5. Capacity Building:

- Supporting the organization and attendance on Nutrition Intervention Package (PIN) and on Malawi Development Assessment Tool (MDAT) at district level;

6. Resource Management:

- Supporting the mobilization of funds for the implementation of the health sector ECD plan;

7. Reporting and Documentation:

- Prepare regular progress reports on program activities and outcomes
- Document success stories, challenges, and lessons learned using this information to improve programs and demonstrate impact to stakeholders and funders.

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:

In a monthly basis the ECD consultant will attend supervision visits at community level to assess the level of implementation of activities conducted and at health facility to assess the children identified with developmental delays

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: 27000 USD	Requesting Section/Issuing Office: Child Health and Nutrition	Reasons why consultancy cannot be done by staff: Nampula province has many interventions being implemented on Early Child Development by different partners. This consultancy will be an added value to support all the effort on this matter and for mapping, monitor implementation and strengthen coordination at provincial level in order to document best practices.		
Supervisor: Nutrition Officer NOB		Start Date: 15.10.2024	End Date: 15.04.2025	Number of working Days : 132 days

Tasks/Milestone:	Deliverables/Outputs	Timeline	Payment schedule
Literature review	-Inception report with a workplan developed for the whole consultancy period to finalize methodology, activities, timeline, and deliverables	2 days	13%
ECD situation Analysis in Nampula	-Coordination meeting with implementing partners delivered; - Field visit report on follow-ups on implementation at district level- in Monapo and Nacala Velha -Mapping of stakeholders implementing ECD; -Report on the situation Analysis of ECD in Nampula	15 days	
Capacity building	- A detailed training plan and tools on ECD+PIN for Health staff and Community Health workers; -Training needs Identified on ECD Science and prepare a detailed training plan and tools -Design and Conduct 1 training in Nampula for all stakeholders on ECD science; -Design and conduct 8 ECD trainings for health staff and 2 for CHW -Report on the training sessions with action plan	30 days	23%
ECD Roundtable	-Coordinate and organize the ECD Provincial Roundtable (Support the preparation of all logistics- Terms of Reference, invitation letters, prepare presentations, and printing advocacy materials) -Reports of the ECD Provincial roundtable;	21 days	27%
ECD Data Dissemination	-Data analysis meeting with ECD Stakeholders Conducted; - Workshop to disseminate ECD data in Nampula with participation of all districts (Support the preparation of all logistics- Terms of Reference, invitation letters, prepare presentations, and printing advocacy materials) organized and conducted; - Conduct Data discussion on ECD in Nacala-Velha ; -Report on the ECD Data dissemination workshop	15 days	
Monitoring and Evaluation	-Conduct regular field monitoring to assess implementation at community level and delivery of services at Health facility; -Field visit report -Report on review and analysis of data collected on ECD;	25 days	19%
Coordination with partners	-A detailed plan for engaging key stakeholders in Nampula Province, including government, NGOs and others stakeholders -One Workshop with stakeholders to ensure alignment and collaboration in ECD efforts is delivered.	10 days	8%

	-Outcomes of stakeholder meetings and partnerships, including agreements reached and actions taken documented		
Advocacy and Communication	-Develop and implement an advocacy strategy to raise awareness on ECD initiatives at the local level. -Communication tools such as brochures, infographics, and social media content to promote ECD messages within the community are disseminated.	09 days	10%
Final Report	- Final report about the status of implementation of activities at Provincial and district level and recommendation plan submitted -Documentation on success stories, challenges, and lessons learned	5 days	

Estimated Consultancy fee			
Travel International (if applicable)	N/A		
Travel Local (please include travel plan)	Nampula Office to provide transport for official field trips		
DSA (if applicable)	30 Days of field travel within Nampula		
<p>Minimum Qualifications required:</p> <p>X Bachelors</p> <p>Enter Disciplines</p> <p>Bachelor’s degree in Early Child Development and Social work or a related field.</p> <p>The required qualification must be proven by declarations and diplomas issued by accredited public or private entities, national or foreign.</p>	<p>Knowledge/Expertise/Skills required:</p> <ul style="list-style-type: none"> -Minimum of 5 years of experience in early childhood development, education, or a related field. -Demonstrated experience in program management, including planning, implementation, monitoring, and evaluation. -Experience in staff supervision and capacity building. -Proven track record of working with diverse communities and stakeholders. -Strong understanding of early childhood development theories and practices. -Excellent leadership and team management skills. -Proficient in project management and data analysis. -Effective communication and interpersonal skills. -Ability to work independently and as part of a team. 		
<p>Competitive Selection Criteria (for clarification see Guidance)</p> <p>A) Technical Evaluation (maximum 75 Points) B) Financial Proposal (maximum of 25 Points)</p> <p>- The selection of the consultant will be based on a “best value for money” principle. Interested candidates should, in addition to submitting their CV and cover letter, indicate their all-inclusive fees. For the services to be provided. The office shall select the individual who quoted the lowest fee from the list of individuals who are deemed technically suitable for achieving all tasks in time</p> <p>- Educational Background-30</p> <p>- Relevant work Experience(5 years of experience in working in ECD programs or related field, Knowledge of Mozambican context on ECD and familiarity with the situation of ECD in the different Ministries)- 45</p>			
<p>Administrative details:</p> <p>Visa assistance required: N/A <input type="checkbox"/></p> <p><input type="checkbox"/> Home Based <input checked="" type="checkbox"/> Office Based</p>		<p>If office based, seating arrangement identified: <input checked="" type="checkbox"/></p> <p>IT and Communication equipment required: <input checked="" type="checkbox"/></p> <p>Internet access required: <input checked="" type="checkbox"/></p>	

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 or individual 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.

The selected candidate is solely responsible to ensure that the visa (applicable) and health insurance required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.

UNICEF offers [reasonable accommodation](#) for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.