

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANTS

Description/ Scope of assignment:		
Activities	Deliverables	Timeline/ deadline
<p>Provide technical inputs and support to the MCA Training College and technical experts in professionalization of Child Director by developing a competency based in-service training curriculum for Child Director.</p>	<ul style="list-style-type: none"> - The existing Child Director relevant training manuals reviewed, sessions identified, curriculum agreed with the MCA; - Training curriculum developed to include, at a minimum, the following sessions: <ul style="list-style-type: none"> ➤ role of Child Director (including ethics), ➤ key skills to do the job of a Child Director (dealing with violence cases; family support; community-based MHPSS (including psychological first aid) ➤ prospective of gender and supporting children with disabilities. - Training tested with para social workers and the master trainers, feedback incorporated in the training resource packages (training manuals, handouts and handbook); 	<p>55 days</p> <p>Dec. 2024</p> <p>Nov. 2024-May 2025</p> <p>Jan-May 2025</p>
<p>Jointly with UNICEF child protection team, the MCA and MCA training College, provide technical inputs for the planning and implementation of five national Child Directors' training workshops, including the overall technical design, identification of facilitators, and quality assurance of the training program.</p>	<ul style="list-style-type: none"> - Training plan and outline designed with partners and includes topic-based sessions for 5 (four-day) national workshops; - Quality assurance of the national training workshops delivered, and summary reports prepared. - Supervision report summarizing outcomes of training, and a final report with recommendations for continuation of capacity building plan for Child Directors 	<p>70 days, including 20 travel days</p> <p>Nov.2024- May 2025</p> <p>Nov. 2024- June 2025</p> <p>June 2025</p>
<p>Provide technical consultations and inputs to piloting a system approach to equip child directors with required functional competencies for delivering child protection services, which include developing and testing a standardized Child Director competencies, setting up a</p>	<ul style="list-style-type: none"> - Project sites agreed (two pilot counties each in two provinces), needs assessment conducted, work plans developed and project management procedures set up with the IPs, pilot province/county Civil Affairs and technical institutes. - Work plans implemented and progress being monitored and reviewed with monthly/ bimonthly follow up calls/on site visits. 	<p>85 days, including 15 travel days</p> <p>Dec 2024</p> <p>Jan-Dec 2025</p>

<p>local level supporting system of in-service training, supervision and performance management.</p>	<p>- The policy paper on standardized Child Director competencies and supporting system drafted and shared with MCA.</p>	<p>Oct-Dec 2025</p>
<p>Provide a brief end of consultancy report summarizing steps taken, lessons learned, and areas for future development.</p>	<p>- Consultancy report</p>	<p>10 days (Dec. 2025)</p>