

Terms of Reference (ToR)
Consultancy service for the provision of Cascade GESI Capacity Strengthening Support for the
RAYEE II Programme
ITB No. 040/26/SNV

1. Background

RAYEE II Programme is a five-year programme that aims to reach one million financially disadvantaged rural young women (RYW) through agribusiness opportunities, enhancing their resilience, strengthening their agency and voice, and improving their overall quality of life. The programme is implemented through a consortium led by SNV and implemented in partnership with New Millennium Women Empowerment Organization (NMWEO), Professional Alliance for Development (PADet), Meki-Catholic Secretariat (MCS), and Development Expertise Center (DEC) across seven regions of Ethiopia in different nine clusters.

Gender Equality and Social Inclusion (GESI) is a core pillar of the RAYEE II programme. The programme adopts a gender-transformative and inclusive approach that seeks to address systemic barriers affecting rural young women, young persons with disabilities, internally displaced persons (IDPs), returnees, and other disadvantaged groups. Achieving these outcomes requires that programme teams, implementing partners, and relevant public sector stakeholders possess the knowledge, skills, attitudes, and practical tools necessary to integrate GESI throughout programme cycle.

To support this objective, RAYEE II in collaboration with Includovate, RAYEE II GESI resource partner, undertake GESI Capacity Gap Assessment and based on the identified capacity gap, developed a GESI capacity-building package and deliver a GESI Training of Trainers (ToT). with the objective to expand on this initiative, RAYEE II seeks to engage a qualified consulting firm or institution to facilitate the cascading of the approved GESI training package across all programme clusters and strengthen the practical application of GESI by implementing partners and relevant public-sector stakeholders.

2. Purpose of the Assignment

The purpose of this assignment is to strengthen the capacity of implementing partners, programme teams, and relevant government stakeholders to effectively integrate GESI into programme design, planning, implementation, monitoring, learning, and service delivery.

The assignment will focus on delivering high-quality GESI cascading training and supporting participants to translate knowledge into practical actions within their respective institutions and programme activities.

3. General Objective

To strengthen the institutional and individual capacities of RAYEE II implementing partners and relevant government stakeholders to apply gender-transformative approaches across all programme interventions.

4. Specific Objectives

The assignment shall pursue the following objectives:

- Deliver high-quality GESI cascading training to implementing partner staff and relevant public sector stakeholders using the RAYEE II GESI training package.
- Strengthen participants' understanding of GESI and meaningful participation.
- Build practical skills to identify, analyze, and address barriers faced by rural young women and other marginalized groups.
- Strengthen participants' capacity to integrate GESI considerations into programme planning, implementation, facilitation, monitoring, reporting, and stakeholder engagement.
- Support participants to develop cluster-specific action plans for applying learning within their respective organizations and programme interventions.
- Generate evidence, lessons learned, and recommendations for continuous GESI capacity strengthening within RAYEE II.

5. Scope of Work

The consultant shall undertake the following activities:

Key Activities	Deliverables
Inception and Familiarization - Review and familiarize itself with the findings of the GESI capacity gap assessment, GESI training package, and related resources developed by the RAYEE II program. - Develop a detailed training rollout plan.	Inception Report including methodology, training rollout plan, quality assurance approach, and reporting framework.
Training preparation, adaptation and delivery - Familiarize trainers with the approved GESI training package. - Adapt delivery approaches to different participant groups where necessary. - Translate training materials into local languages where required. - Deliver cascade GESI training for designated implementing partner staff and relevant public-sector stakeholders. - Support participants to develop cluster-level and institutional action plans for integrating GESI principles into programme implementation	- Training completion reports for the nine clusters including key lessons, challenge and recommendation - Training attendance database. - Pre- and post-training assessment report.

6. Geographic Coverage

The assignment will cover all RAYEE II programme clusters and designated national-level participants. The consultant shall deliver approximately **11 regional and zonal training sessions** targeting implementing partner staff and relevant public sector stakeholders. The estimated number of participants in a session is about 30.

The consultant must demonstrate capacity to deliver training simultaneously across multiple locations if required and capable of delivering training in Amharic, Afan Oromo, Tigrigna. Training materials should be translated into the relevant local languages where required. The training will be provided at national and zonal levels. Each training will be provided for three continuative days.

CCU/IP	Cluster	Approximate No of trainees	# of expected training sessions	Remark
SNV	Arba Minch	32	1	
SNV	Sidama	28	1	
SNV	West Amhara	47	2	
DEC	Oromia	47	2	
DEC	Southwest Ethiopia	28	1	
MCS	Oromia	45	2	
MCS	Central Ethiopia	32	1	
NMWEO	Tigray/Mekelle	30	1	
PADet	East Amhara/Dessie	37	1	
Total		326	11	

7. Duration of Assignment

The assignment is expected to be implemented over approximately two months including the inception phase.

8. Required Qualifications of the Firm

The consultant/firm shall have:

- Minimum 10 years of experience in GESI, organizational development, and capacity strengthening.
- Demonstrated experience designing and delivering large-scale GESI training programmes.
- Proven experience supporting women's economic empowerment and youth employment programmes.

- The consulting firm/institution/organization shall demonstrate proven experience in gender-transformative programming, women's economic empowerment, adult learning and facilitation, and organizational capacity strengthening.
- The consultant shall provide a multidisciplinary team comprising a team leader/Senior GESI Specialist, women's economic empowerment specialist, capacity development specialist, and qualified regional trainers/facilitators.
- The firm must have the capacity to deliver training in Amharic, Afan Oromo, and Tigrigna, and translate materials into local languages where required.
- Proven ability to deliver parallel trainings sessions across multiple clusters simultaneously.
- RAYEE II strongly encourages applications from women-led consulting firms, institutions, social enterprises, and organizations. Firms that are owned, led, and/or managed by women are highly encouraged to apply.

9. Proposal Submission Requirements

Interested consultants shall submit:

- Technical Proposal outlining understanding of the assignment, proposed methodology and work plan, team composition, valid legal documents and experience in similar assignments, including references.
- Financial Proposal with a detailed budget for training delivery, coaching and supervision and quality assurance visits. The proposal should provide activity-based costs, including unit rates where applicable (e.g., training sessions, coaching sessions, quality assurance visits, GESI training sessions, follow-up support, professional fees, travel and accommodation, translation, printing, and other operational costs). The financial proposal should enable RAYEE II to understand the cost of individual services and activities to facilitate future planning and potential scale-up of activities.

10. Evaluation Criteria

Criteria	Weight
Understanding of assignment and methodology	5%
Relevant organizational experience	10%
Qualifications and expertise of proposed team	35%
Women-led firms/institutions/organizations	15%
Language and regional deployment capacity	15%
Total Technical	80%
Financial proposal	20%
Total	100%

11. Selection procedure

Interested consulting firms will be assessed against the criteria, each weighted by its relative level of importance, with **80% assigned to technical proposals and 20% to financial proposals**. Those who scored a minimum of **65% points and above out of 80% points** for the technical proposal are required to compete with the financial proposal.

12. Procedure for submission of proposal

Both the **Technical** and **Financial** proposals should be sent **separately**, only through ettenders@snv.org. Therefore, SNV will expect **two submission emails** that are for the technical and financial offer. Both email subjects must contain the name of the assignment and proposal type.

If the consultants miss the submission procedure, they will be automatically **rejected**.

For any clarification and questions, use the following email: salemayehu@snv.org

Proposals must be received by the SNV no later than **August 25, 2026, 17:00 PM**, close of business.

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SNV Ethiopia reserves the right to accept or reject any or all bids.