

Terms of reference date: 21.01.2026

Terms of reference for developing mentorship policy guidelines for girls

Introduction

GRiC is a locally led nonprofit organization that partners with grassroots organizations and communities to create a holistic ecosystem that promotes sustainable education for children and youth in East Africa. At GRiC, we believe that education is a powerful tool for social justice and transformation, and we apply a strong gender lens across all our work to ensure that no child is left behind.

In Kajiado County, girls face persistent challenges such as early marriage, poverty, school dropout, and limited access to mentorship and role models. These challenges significantly affect girls' transition and retention in school, particularly at the critical transition from primary to junior secondary education. In Kajiado County, girls face persistent challenges such as early marriage, poverty, school dropout, and limited access to mentorship and role models. These challenges significantly affect girls' transition and retention in school, particularly at the critical transition from primary to junior secondary education.

To respond to this, GRiC is working with the Oloililai Sub-County Director of Education and other stakeholders to strengthen mentorship systems in schools, guided by the Mentorship Policy for Early Learning and Basic Education (2019). This assignment seeks to localize and operationalize the policy to improve educational outcomes for girls, especially those at risk of early marriage.

About This Assignment

The consultant will support the development of a context-specific implementation guideline and strengthen the capacity of education stakeholders to apply it effectively at school and community levels. This will result in increased the transition rate of girls from primary to junior secondary school and improve the retention rate with particular focus on girls at risk of early marriage. This will inspire girls to overcome socio-cultural and economic barriers, offering locally relevant solutions rooted in GRiC's community-driven model. By promoting local ownership, agency and sustainability, this work will help institutionalize mentorship as a powerful driver of girls' education and leadership.

Specific Roles

- Conduct consultations with key stakeholders, including education officers, school leaders, teachers, mentors, community leaders, and relevant partners in Oloililai Sub-County.
- Develop a localized mentorship policy implementation guideline that reflects the cultural, social, and educational realities of the Maa community and pastoralist context with reference to Mentorship Policy for Early Learning and Basic Education (2019).
- Design practical tools, templates, and monitoring frameworks to support schools in implementing mentorship activities.
- Facilitate training sessions for Sub-County education officers, school leaders, teachers, and mentors on applying the guidelines.
- Support the development of school-level mentorship action plans aligned with the guideline.
- Produce a final consultancy report with clear guidance on sustainability and scale-up.

Deliverables

The consultant will deliver the following

1. A localized mentorship policy implementation guideline for Oloitilil Sub-County aligned with the national Mentorship Policy (2019).
2. A set of practical tools and templates to support schools in implementing mentorship programs.
3. Facilitation of training sessions for education stakeholders and school-based mentors.

This is a 20-day consultancy assignment, spread over approximately 6–8 weeks. The exact schedule and training dates will be agreed upon with GRiC and the Sub-County Director of Education.

Qualifications of consultant

We are seeking the services of a consultant with:

1. A master's in education, Social Sciences, MEAL, or a related field from a recognized university.
2. Demonstrated experience in developing and delivering mentorship guidelines, preferably within the education sector.
3. Strong knowledge of Kenya's education system, with specific expertise in policies and practices related to girls' education in marginalized and pastoralist communities.
4. In-depth understanding of education issues, including national and international frameworks and policies that shape and influence girls' education in Kenya.

Next steps

Interested and qualified consultants to submit a technical and financial proposal to info@gricafrica.org by 9th of March 2026 expressing their interest and the cost for delivering the assignment.

Given the anticipated large volumes of applicants, GRiC will only communicate with consultants who demonstrate and meet the technical qualifications for this assignment. The selected consultant will have an inception meeting with the leadership at GRiC to clarify the assignment and deliverables in depth.

All the materials developed in this process remain the property of GRiC and will be used for teaching and learning purposes in Kenya, Uganda and Tanzania.