TERMS OF REFERENCE: TRAINER FOR YOUNGSPARKS PROGRAMME

Project Title: YoungSparks Programme - Promoting Youth and Women Voices in Uganda.

Location: Masaka, Kasese,Kabale,Fort portal and Hoima, Uganda

Assignment period: June 2026 – December 2026

Languages required: English

Application deadline: 25.05.2026

Background

Girl Up Initiative Uganda (GUIU) is a grassroots, women-led non-profit Organization dedicated to creating a gender-equitable world. GUIU empowers girls and young women to thrive through transformative leadership, comprehensive sexual and reproductive health education and services, and skills development. Since 2012, GUIU has been providing young people with the confidence and tools to amplify their voices and create change in their lives and communities.

About YoungSparks Project

GUIU is implementing the YoungSparks Project phase 2 in Masaka, Kabale, Kasese, Fortportal and Hoima Districts with support from DW Akademie, to promote voices of youth and women on issues affecting them. Over the period, the project will foster inclusive participation by empowering youth and women (aged 18–25), to express their voices through creative formats such as music, poetry, drama, photography, art, and to use these as entry points for constructive multi-stakeholder community dialogues.

Objectives of the Assignment

To strengthen the capacity of youth and women to use their voices by training and mentoring them in developing creative products/outputs that are linked to local issues, articulate their lived experiences, aspirations and advocacy messages.

i) Key responsibilities

- Design and deliver interactive training for 75 youth and women in each district to leverage creative expression tools and techniques to amplify their voices (four-day district level training in 5 districts - 15 participants per district, including the development of creative products)
- Guide participants in ideation, refining, development and production of 75 creative products in different formats.
- Utilize participatory, gender-responsive, and inclusive training methods.

Ensure quality training delivery and safeguarding during the four-day District level training.

ii) Scope of services and deliverables

a) Preparation (remote + Kampala)

- Review training guidelines and safeguarding protocols; propose light updates where needed.
- Produce a trainer pack (facilitator guide, session plans, materials list, QA checklist, feedback forms).

b) Field training during the four-day District Trainings
   - Train 75 participants through a four-day residential youth training in each of the five districts — Masaka, Kasese, Fort Portal, Kabale, and Hoima — with 15 participants per district.
   - Facilitate the product development process to ensure tangible outputs by the end of the training.
   - Ensure safe, inclusive learning environments and adherence to safeguarding protocols.

c) Reporting
   - Submit a concise final report (max. 8–10 pages) covering activities, participant performance, participant feedback, outputs, challenges, lessons learned, and recommendations along with the final products developed by the participants..

iii) Timeline

The assignment will run from June 2026 to December 2026, with the following indicative schedule:

- June 2026: Preparatory meetings.
- June - September 2026: District-level residential training including capacity building, mentorship, development and production of creative formats.
- October - December 2026: Final reporting and products submission.

iv). Requirements

- Proven experience in creative facilitation with young people, particularly in storytelling, content development, and visual communication.
- Strong facilitation and participatory training skills with young people.
- Demonstrated ability to integrate gender-sensitive and inclusive approaches.
- Experience working in multicultural and diverse settings.
- Knowledge of safeguarding and child protection principles.

v) Required documents

To apply, please submit the following documents by 25th May 2026 to procurement@girlupuganda.org and cc: info@girlupuganda.org.

- Letter of application
- CV with contact details for two professional references.
- Estimated budget for preparation, training fee per day and report writing. Other costs including travel related expenses will be covered by Girl Up Initiative Uganda and should not be included in the budget.