

Regional Training Facility on
Prevention and Suppression of Sexual
and Gender Based Violence
in the Great Lakes Region



Centre Régional De Formation Sur
La Prévention et Suppression Des
Violence Sexuelles Basées Sur Le Genre
Dans La Région Des Grands Lacs

INVITATION TO APPLY FOR THE ROLE OF NATIONAL TRAINER AT RTF

Title of Role: National Trainer (Sexual & Gender Based Violence)

Organisation: ICGLR -Regional Training Facility (RTF) on Prevention and Suppression of Sexual and Gender Based Violence in the Great Lakes Region, Kampala, Uganda.

Type of position: Long Term Technical Consultant

Reporting to: Director, Regional Training Facility

Starting Date: 1st November 2017

Background

The Kampala based Regional Training Facility (RTF) on prevention and suppression of SGBV in the Great Lakes Region is an institution of the International Conference of the Great Lakes Region (ICGLR). ICGLR is an intergovernmental organization composed of 12 Member States namely: Angola, Burundi, Central Africa Republic (CAR), Democratic Republic of Congo (DRC), Republic of Congo (Congo Brazzaville), South Sudan, Sudan, Kenya, Rwanda, Tanzania, Uganda and Zambia.

The RTF was officially opened in February 2014 and became operational in April 2014. Her mandate is to train and sensitise judicial officers, police officers, social workers, medical officers and other categories of persons with a responsibility to handle cases of SGBV in the region in line with ICGLR protocol on prevention and suppression of sexual violence against Women and Children.

A SGBV crime remains rampant in the conflict/war zones of the ICGLR as well as in peacetimes, and the region is determined to eradicate it. Two KEY partners, the World Bank and The Netherlands Initiative for Capacity development in Higher Education (NICHE) have over the years supported RTF in training professionals working in the Great Lakes Region composed of the four target groups mentioned above. In order to implement this activity of training professionals, RTF sends out this invitation to apply for the role of National Trainer (NT). National Trainers work alongside 12 Master Trainers. The cascade model of training follows the following steps: 1) Master Trainers are trained by international partners, 2) Master Trainers train National Trainers, 3) National Trainers train professionals.

Role of the National Trainer on SGBV

Under the guidance of the Directorate of RTF, the National Trainer (NT) will work alongside one or more Master Trainers to refine general training curricula and course materials, and train professionals. The structured setup of the training revolves around a cascade model where a total of 12 Master Trainers will train around 96 National Trainers, who subsequently will train more than 1000 professionals in the first two years only. The National Trainers will mainly work from and in their respective countries. Further, the NT will play a role in supporting RTF to become the centre of excellence in the GLR regarding the fight against SGBV.

In each of the target countries, a NT will focus on one of the target groups (medical, social, judicial or police) and as such a background in one of these fields is required. In order for the NT to fulfil his/her role he/she will first receive training in three areas. The training shall be provided by RTF Master Trainers. The two main areas of training for the NT are; a) curriculum and material adaptation to local contexts; and, b) training of professionals and methodology

The NT is expected to stay affiliated with his/her current organisation and/or do other work on the side. The role of the NT shall not be full time. It shall be subscribed on consultancy contract basis. Each NT shall only be paid for the days he/she works for RTF. The days that the NT has not trained including when he / she are being trained by the Master Trainers shall not be remunerated.

Multilingual candidates are highly encouraged to apply. The selected NTs shall be offered a long-term consultancy contract on the following terms:

Tasks, remuneration and time estimate

- a) All expenses involved with the NT's activities including travel, accommodation, food and visa costs when applicable shall be met by RTF;
- b) In between **November 2017 or February 2018** the 15 successful NTs shall be trained by Master Trainers. This training will last for one week full time programme and shall not attract remuneration but RTF shall meet all expenses associated with the training;
- c) Between **February and May 2018** the successful NT's will work under supervision of Master Trainers to adapt the general curricula and course materials to their local contexts. NTs that will be selected to participate in this process shall be paid daily subsistence allowance (DSA). RTF shall meet all expenses for the training;
- d) In **July 2018**, a small group of NTs will train professionals, in country, as a pilot. Based on this pilot training, recommendations made by participants shall be incorporated in curricula and materials for subsequent trainings. There shall be a validation workshop where some NTs shall be selected to participate in similar terms as indicated in 7 (c);
- e) In **October 2018 onwards** after the NTs have adapted the available curricula and training materials to their country contexts, they shall start training groups of professionals. During these trainings, RTF will cover all expenses and in addition, pay NTs \$200 (two

hundred US dollars) per day for each day worked. No DSA shall be paid on top of the \$200;

- f) Whenever any other activities, apply RTF shall agree with the NT's on the requisite terms and conditions of service.

Qualifications, experience and competencies

The minimum requirements/qualifications for a candidate to apply for the role of National Trainer are as follows.

- a) a candidate must be a national of one of the ICGLR member states;
- b) should have proven experience in and knowledge of (or is currently working in) one of the professional sectors of police, judicial, social or medical in the GLR;
- c) should demonstrate knowledge in the field of SGBV with respect to delivering training activities and development of curricula;
- d) should demonstrate experience and skills in developing curriculum and delivering training;
- e) must possess a Bachelors or Master degree in a relevant discipline;
- f) Should have background knowledge in gender and in the field of SGBV;
- g) Has at least 15 years experience relevant in delivering SGBV training in the Great Lakes Region;
- h) Should speak either English OR French OR Portuguese (candidates that speak French or Portuguese as well as English will be preferred over those that speak English only) and be a good communicator with sufficient computer skills;
- i) Candidates with the following specific qualifications shall have an added advantage: speaks English AND French OR Portuguese; hold a position at an existing training facility specialised in SGBV; are qualified as a teacher or trainer.

Submission guidelines

All applicants shall observe the following deadlines:

- a) Submission of updated CV and confirmation of interest to be considered for the position of NT by 15 September 2017 at 10 a.m. GMT;
- b) All documents to be received by email addressed to: Director of ICGLR-RTF: Mr. Nathan Mwesigye Byamukama: Nathan.byamukama@icglr-rtf.org ; RTF Administrator: pbahiira@icglr-rtf.org

- c) All applicants shall be notified of receipt of confirmation of receipt within two working days after you sent your application, and then your email did not come through;
- d) Questions about the application and/or the role of National Trainer can be sent to:
sharon.asiimwe07@gmail.com ;
- e) Updated CV and other attached documents must be either in Word or pdf format. No other formats shall be accepted;
- f) Cover letters attaching updated cv shall be maximum 1 page and shall highlight: i) Names and address of the applicants; ii) qualifications; iii) experience and competences; and shall be either in English, French or Portuguese;
- g) A detailed updated cv shall not exceed a maximum of 4 pages and shall be in English;
- h) Two references shall be provided listing the organisation they work with, their contact address including day telephone number and e-mail address;
- i) All copies of Degrees recently attained shall be in French, English or Portuguese.