

**THE UNITED REPUBLIC OF TANZANIA  
MINISTRY OF COMMUNITY DEVELOPMENT, GENDER, WOMEN, AND SPECIAL  
GROUPS**



**REQUEST FOR EXPRESSIONS OF INTEREST**

**FOR**

**CONSULTANCY SERVICES FOR THE DESIGN, ADAPTATION, PILOTING, AND  
SCALE-UP OF THE BANDEBEREHO/PROGRAM P MODEL OR OTHER EVIDENCE-  
BASED PARENTING MODELS ADDRESSING GBV PREVENTION IN TANZANIA  
MAINLAND.**

**CONSULTING SERVICES – NGOs SELECTION**

**COUNTRY:** Tanzania

**NAME OF PROJECT:** Project for Advancing Gender Equality in Tanzania (PAMOJA)  
(P178813)

**CREDIT No.:** **7516-TZ**

**Reference No.:** TZ-MOCDGWSG-554289-CS-QCBS

1. This request for expression of interest follows the General Procurement Notice for this Project that appeared in the United Nations Development Business (UNDB) No: OP00371989 of 5<sup>th</sup> August 2025.
2. The Government of the United Republic of Tanzania, in Mainland through MoCDGWSG and PO-RALG. In Zanzibar, through MoCDGEC and ZEEA has received a credit from the International Development Association (IDA) financing from the World Bank towards the cost of the Project for Advancing Gender Equality in Tanzania (PAMOJA), and intends to apply part of the proceeds for consulting services.
3. The consulting services (“the Services”) involve design, adaptation, piloting, and scale-up of the Bandebereho/Program P Model or other evidence-based parenting models addressing

GBV prevention in Tanzania Mainland. The consultant firm will assist the Ministry of Community Development, Gender, Women, and Special Groups and the PO-RALG to design, pilot, validate, and support the rollout of a national protocol for a community-based social norms change and GBV prevention program in Tanzania Mainland in 15 rural councils of Tanzania based on the Bandebereho model. The total duration of the assignment shall be approximately 24 months.

4. The detailed Terms of Reference (TOR) for the assignment can be found at the following website: <https://www.jamii.go.tz> or can be obtained at the address given below. All requests for clarification should be sent through the office email: [dpm@jamii.go.tz](mailto:dpm@jamii.go.tz), and the Client will respond to the requested clarifications. The Consultants would be responsible for ensuring that any addenda available on the website are also downloaded and incorporated.
5. The permanent secretary of MoCDGWSG now invites eligible Non-Governmental Organizations (NGOs) to express their interest in providing the Services. Interested, eligible NGOs should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are:
  - A. Core business of the NGOs and years in business.

The consultant must be an NGO with at least 5 years' experience in GBV prevention, social norms change, and community-based interventions. Information to be provided should include: (i) the name of the similar assignment performed by the NGO; (ii) the name and full contact address of the Client; (iii) contract value (in equivalent US dollars); (iv) the period (dates) of execution of the assignment, and; (v) the role played in the assignment (Lead consultant, Sub consultant or JV Partner).
  - B. Must have experience designing and implementing the Bandebereho program or another couples-based intervention with demonstrated evidence of impact on male gender norms, caregiving behaviors, and reduction in Intimate Partner Violence (IPV).
  - C. Extensive experience in curriculum adaptation and cross-country replication of gender-transformative community engagement programs explicitly through government systems.
  - D. Experience in undertaking similar assignments in Africa or developing countries, and
  - E. The Technical and Managerial capability of the firm (provide only the structure of the organization, general qualifications and number of key staff. Do not provide CVs of staff. Key experts will not be evaluated at the shortlisting stage).
6. The attention of interested Consultants is drawn to Section III, paragraphs 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers," Sixth Edition, February 2025 ("Procurement Regulations"), setting forth the World Bank's Policy on Conflict of Interest.
7. The NGOs may associate with other NGO(s) to enhance their qualifications, but should indicate clearly whether the association is in the form of a joint venture and/or a sub-consultancy. In the case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected. Therefore, each JV member must demonstrate compliance with the qualification requirements of the evaluation criteria. The

experience, technical & managerial capability of the Sub-Consultants shall not be evaluated to enhance the qualification of the Lead Firm or JV.

8. The consultants will be selected in accordance with the **Quality and Cost-Based Selection (QCBS)** Method set out in the Procurement Regulations, **and the shortlist shall consist entirely of NGOs.**
9. Further information can be obtained at the address below during office hours from **08.00 to 17.00 hours East African Time**, Monday to Friday, except public holidays.
10. Attention is drawn to the Procurement Regulations requiring the Borrower to disclose information on the successful Consultant's beneficial ownership, as part of the Contract Award Notice, using the Beneficial Ownership Disclosure Form as included in the Request for Proposals.
11. Expressions of interest must be delivered in a written form to the address below (in person or by e-mail) by **29<sup>th</sup> June 2026 at 10:00 Hours East African Time**, clearly marked **"DESIGNING AND PILOTING A COMMUNITY-BASED SOCIAL NORMS CHANGE AND GENDER-BASED VIOLENCE (GBV) PREVENTION PROGRAM IN TANZANIA MAINLAND, REFERENCE No. TZ-MOCDGWSG-554289-CS-QCBS** The firms that will submit their Eols via email must get confirmation of the receipt of their documents. In case the firm does not receive acknowledgement within two days after sending the documents, they should call +255 716 090 059 or +255 759 298 915 for follow-up.

**The Secretary-Tender Board,**  
**Ministry of Community Development, Gender, Women and Special Groups**  
**(MoCDGWSG)– PAMOJA Project,**  
Street Address: **Government city Afya Street,**  
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**PERMANENT SECRETARY**

# TERMS OF REFERENCE

Design, adaptation, piloting, and scale-up of the Bandebereho/Program P Model or other evidence-based parenting models addressing GBV prevention in Tanzania Mainland

Project for Advancing Gender Equality in Tanzania (PAMOJA Project)

Ministry of Community Development, Gender, Women, and Special Groups (MoCDGWSG)

## 1. BACKGROUND

**PAMOJA (meaning “Together” in Kiswahili) was approved on March 5, 2024, and became effective on April 30, 2025.** At approval, the project comprised an International Development Association (IDA) credit of US\$100 million as well as a US\$4 million grant from the Early Learning Partnership Multi Donor Trust Fund and covers select areas of both Mainland Tanzania and Zanzibar. The project is being jointly implemented by the Ministry of Community Development, Gender, Women and Special Groups (MoCDGWSG) and the President’s Office, Regional Administration and Local Government (PO-RALG) in Mainland Tanzania and the Ministry of Community Development, Gender, Elderly and Children (MoCDGEC) and the Zanzibar Economic Empowerment Agency (ZEEA) in Zanzibar.

**On GBV prevention and response, PAMOJA has been designed to take advantage of the multi-tiered structures put in place by the 2024 National Plans of Actions to End Violence Against Women and Children (NPA VAWC) while filling critical gaps in institutional capacities, and efficacy of local actors, especially in rural areas.** Despite robust plans and guidelines to address gender-based violence, funding gaps, weak institutional capacities, and limited infrastructure remain a challenge. Constraints include a lack of staffing, and a lack of training and capacity building for local actors, who are often the first point of contact for survivors of violence. Similarly, although there has been an increase in promising GBV prevention initiatives, these are mostly small-scale and driven by civil society actors or pockets of government programming. Prevention programming initiatives are often siloed and lack quality control and a nationwide coordination system that guarantees mechanisms to ensure that these are cascaded regionally. PAMOJA reflects one of the largest investments by the Government of Tanzania to prevent and respond to GBV. The project uses the NPA VAWC multi-tiered structures for implementation, including the community-level Women and Children Protection Committees. In Mainland Tanzania, this includes PO-RALG for implementation at the local level structures with technical guidance, coordination and capacity building carried out through the MoCDGWSG.

**One of the aims of PAMOJA is to help create Tanzania’s first national protocol on community-based GBV prevention as current efforts are small-scale and ad hoc.** Part of the PAMOJA parent project design is to do this in a smaller segment of the targeted councils. The project prioritizes a male engagement model as stipulated in our National Gender and Women Policy (2023) and intends to adapt the *Bandebereho model* practiced in Rwanda as a prevention model to test and implement the adapted

protocol in a subset of 15<sup>1</sup> councils out of the 40 project councils overall in Mainland Tanzania with an allocation of US\$12 million. The identified districts are as follows: Mwanza Region (Magu and Ukerewe districts), Singida Region (Singida district), Tabora region (Igunga, and Urambo districts), Kagera region (Bukoba district), Geita region (Chato district), Rukwa region (Sumbawanga district), Arusha region (Meru and Monduli district), Simiyu region (Busega district), Sinyanga region (Shinyanga district), Mara Region (Rorya district).

The *Bandebereho* model, which is a couples-based intervention, has been successfully implemented in Rwanda through the Ministry of Health and a CSO partnership and aims to promote positive fatherhood and gender equality to shift gendered power imbalances and reduce intimate partner violence. It includes small group workshops based on a 15-session curriculum to enable couples to share, discuss and critically reflect on inequitable gender norms, attitudes and behaviors in the home.

For this assignment, the Ministry is seeking a qualified international NGO that also has strong grassroots community level presence which will provide a lead consultant to lead the formative research and adaptation exercises, to provide handholding to government structures in accordance with our tradition and cultural norms as they implement across the 15 districts to ensure fidelity to quality, and thirdly, to provide training of trainers and build up systems within the Ministry Structure to systematically implement a GBV prevention protocol even after the project has ended.

## **2. OBJECTIVES**

The overall objective of this assignment is to assist the government of Tanzania in the adaptation of design, pilot, refine, and support the scale-up of an adapted community-based social norms change and GBV prevention program on Tanzania Mainland, grounded in robust formative evidence and implemented with fidelity at district level.

Specific Objectives:

- Conduct rigorous formative research in pilot and scale-up districts to establish a strong evidence base on gendered social norms, GBV dynamics, and contextual factors that drive or constrain behavior change.
- Translate formative research findings into standardized, contextualized program materials — including an adapted *Bandebereho* curriculum and facilitators' manual — ready for pilot implementation.
- Build the capacity of government counterparts, district-level GBV officers, community facilitators, and Women and Children Protection Committee (WCPC) structures through a systematic Training of Trainers (ToT) approach at multiple levels.
- Assist the Government structures to pilot the adapted model in two selected districts, capturing learning rapidly and adapting materials for scale-up across the remaining councils.

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<sup>1</sup> While the original project design had 10 districts across the 10 regions, additional donor financing means that this is expected to be expanded to an additional 5 districts.

- Support progressive, quality-assured expansion to a total of 15 councils on Tanzania Mainland, with at least two trained local NGO staff embedded in each district throughout implementation.
- Provide technical guidance on capturing and measuring changes generated by the model through robust Monitoring, Evaluation, and Learning (MEL) systems aligned with the PAMOJA Project MIS, enabling the Government of Tanzania to generate and report data against PDO-level attitude change indicators.

### **3. SCOPE OF WORK**

The assignment spans 24 months (July 2026 – July 28) and is organized around four concurrent technical strands, each led by a dedicated team. The first six months will require a heavy investment of time and human resources which will gradually taper off as the government has trained staff and structures in place. These strands operate in parallel and in close coordination with one another. The balance of effort shifts across the assignment period: 12 months is heavily weighted toward formative research and intensive piloting in two districts; Years 2 shifts the emphasis will be toward district rollout, quality assurance, and results consolidation done largely done by field presence on the ground. Locally based staff also will have the task for back up support to implementation and to last phase of scale up. However, the qualified NGO will provide back stone support where it will be needed.

The service provider will work under the technical oversight of MoCDGWSG and in close coordination with the PAMOJA Project Implementation Unit, regional and district authorities, and community structures throughout. Necessarily, the service provider will liaison with both the PMO-RALG (local government ministry) which is a core implementing agency in addition to MoCDGWSG. The service provider will also

#### ***Strand 1: Formative Research***

Purpose: To generate the empirical foundation on which all program design, adaptation, and targeting decisions rest.

The Formative Research strand will be led by a Principal Researcher with demonstrated experience in conducting formative research for gender-transformative programs in Sub-Saharan Africa. The Principal Researcher will mobilize and manage a network of local researchers — community-embedded, Kiswahili-speaking, and trained in ethical research methods — who will conduct data collection at district level. This network must be scalable: beginning with the 2 pilot districts in Year 1, it must be capable of expanding to cover all 13 implementation councils as the program scales.

Year 1 Activities (June 2026 – June 2027):

- Design a comprehensive formative research protocol, including sampling framework, ethics approval, and data collection tools (Focus Group Discussion guides, Key Informant Interview protocols, community observation tools) which should be led by a principal research or team of researchers with experience in conducting formative research specifically to inform the adaptation of the Bandedereho model.
- Mobilize and train the network of local researchers, ensuring adequate geographic coverage and community access in the 2 pilot districts.
- Conduct formative research in the 2 pilot districts, covering: social norms and gendered power dynamics; drivers and consequences of IPV; community

structures and gatekeepers; existing GBV prevention activities; linguistic and cultural considerations for curriculum adaptation; and enabling factors and barriers to male engagement.

- Share preliminary findings rapidly with the Programs Team (Strand 2) to enable concurrent curriculum adaptation without waiting for a full final report.
- Assess the degree to which contextual factors in each of the remaining 11 scale-up councils are likely to require significant local adaptation of program materials, to inform targeting and sequencing decisions for rollout.

Scale-Up Phase Activities (concurrently to pilot) (July 2026-July 2027)

- Expand formative research progressively to all remaining scale-up councils, maintaining the network of local researchers and quality assuring data collection at scale.
- Document and disseminate a final formative research synthesis report covering all 13 councils

Remainder of project (as needed)

- Provide ongoing contextual intelligence to the Programs Team to support real-time adaptation of materials for each wave of district rollout.

Key Deliverables:

- Formative research protocol.
- Preliminary formative research brief from pilot districts (within 3 months of contract signing).
- Full formative research report from the 2 pilot districts.
- District-specific contextual adaptation briefs for all remaining 13 councils, delivered on a rolling basis ahead of each rollout wave.
- Final formative research synthesis report covering all 15 councils.

### ***Strand 2: Programs Team***

Purpose: To translate formative evidence into high-quality, standardized program materials; support the government to learn rapidly from the pilot; and drive the preparation of materials for each wave of scale-up.

The Programs Team will work closely and iteratively with the Formative Research strand, receiving preliminary findings as they emerge and immediately applying them to curriculum design and adaptation. This is not a sequential process: adaptation begins as soon as the first formative insights are available.

Year 1 Activities (July 2026 – December 2026):

- Drawing on approved consultants existing tools for Bandebereho curriculum and early formative findings, develop a draft adapted curriculum and facilitators' manual for Tanzania Mainland in English and Kiswahili, incorporating cultural adaptation of session content, case studies, role plays, and visual materials, as well as integration of safeguarding and survivor-centered principles.
- Support the government — at national and district level — with full hands-on implementation support during the pilot: this includes accompanying facilitators to sessions, observing delivery, providing real-time feedback, and documenting what is and is not working.

- Establish a structured learning system for the pilot phase: regular reflection sessions with facilitators and district authorities, documentation of adaptation needs, and rapid iteration of materials between session cycles.
- Based on formative research findings from the Formative Research strand's district contextualization work, begin flagging which scale-up councils will require more significant adaptation of curriculum content and develop adaptation briefs accordingly.

#### Scale-Up Phase Activities (January 2027 – June 2028):

- Review all program materials — adapted Bandedereho curriculum, facilitators' manual, supervision tools, and community mobilization guides — incorporating all pilot learnings, in both English and Kiswahili.
- Organize and facilitate a national validation workshop with at least 60 stakeholders (government officials, civil society, development partners, community representatives) to validate the adapted model and materials.
- Prepare district-specific adaptation packages for each rollout wave, drawing on contextual briefs from the Formative Research strand.
- Produce a national scale-up plan covering the rollout trajectory to 15 councils, including resource requirements, institutional arrangements, and sustainability measures.
- Compile all program documentation, adaptation records, and lessons learned into a final program report.

#### Key Deliverables:

- Draft adapted Bandedereho curriculum and facilitators' manual (English and Kiswahili), ready for pilot.
- Pilot learning documentation: session observation records, facilitator reflection notes, and rapid adaptation logs.
- District-specific adaptation briefs and packages for each rollout wave.
- Final adapted Bandedereho curriculum and facilitators' manual (incorporating all pilot learnings).
- National validation workshop report.
- National scale-up plan.
- Final program report including lessons learned and sustainability recommendations.

### ***Strand 3: Training of Trainers***

Purpose: To build and sustain facilitator capacity at multiple levels of the system — from national government counterparts down to district GBV officers and community facilitators — at the scale required for a 15-council rollout.

The ToT strand will be led by specialists in adult learning and large-scale facilitator capacity building, with experience delivering training systems for community-based programs in Tanzania or similar contexts.

#### Year 1 Activities (July 2026 – July 2027):

- Design a multi-tiered Training of Trainers system, clearly distinguishing training content, methods, and competency standards for: (i) national-level government counterparts (MoCDGWSG staff and project implementation unit); (ii) regional

and district-level GBV officers and Community Development Officers (CDOs); and (iii) community-level facilitators, including WCPC members and local NGO staff.

- In consultation with district authorities, recruit community facilitators for the 2 pilot districts (minimum 2 per district), drawing from WCPC structures, CDOs, and local civil society.
- Design and deliver a residential ToT workshop for the 2 pilot districts, equipping trainers with the content knowledge, facilitation skills, and supervision competencies to deliver the adapted Bandebereho program with fidelity.
- Develop a post-training coaching and mentorship framework, including supervision visit schedules, peer learning mechanisms, and remedial support protocols for facilitators who require additional support during the pilot.

Scale-Up Phase Activities (January 2027 – June 2028):

- As each new wave of councils is activated, design and deliver the appropriate tier of training for incoming district GBV officers, CDOs, and community facilitators — adapting training content as needed based on district-specific contextual briefs from the Programs Team.
- Deliver refresher and quality assurance training for facilitators in councils already active, to sustain implementation fidelity as the program matures.
- Progressively build the government's own training capacity, so that by the end of the contract, MoCDGWSG and district authorities can independently manage facilitation onboarding and supervision with reduced external support.
- Maintain a facilitator registry documenting all trained individuals, their council, training cohort, competency assessment results, and ongoing supervision records.

Key Deliverables:

- Multi-tiered ToT design document and training materials for all three levels.
- ToT workshop report for the pilot cohort, including participant list, assessment results, and certification records.
- Post-training coaching and mentorship framework.
- ToT workshop reports for each subsequent rollout wave.
- Refresher training materials and completion records.
- Facilitator registry (updated throughout the assignment).
- End-of-assignment government capacity assessment report.

#### **Strand 4: Monitoring, Evaluation, and Learning**

Purpose: The PAMOJA team has a full fledged Monitoring and Evaluation system and team. However the service provider can provide guidance on what are the key data points that should be captured to establish rigorous monitoring, evaluation and learning that can be integrated into the PAMOJA MIS.

This strand will be led by a specialist with demonstrated experience in M&E for social norms change or GBV prevention programs, with specific familiarity with the PAMOJA project results framework and MIS architecture.

The PDO-level indicators that this assignment must contribute to are:

- Reduction in acceptability of intimate partner violence among project beneficiaries (Mainland), disaggregated by gender (Women): from a baseline of 48% to a target of 28% by December 2028 — a 20 percentage point reduction.
- Reduction in acceptability of intimate partner violence among project beneficiaries (Mainland), disaggregated by gender (Men): from a baseline of 32% to a target of 20% by December 2028 — a 12 percentage point reduction.

Surveys will be conducted annually, administered to program participants (couples) in line with survey questions based on the Tanzania Demographic and Health Survey and applicable WHO ethical and safety guidelines, as specified in the PAMOJA PAD.

Year 1 Activities (July 2026 – June 2027):

- Provide written suggestions to the design of the full MEL framework for the Bandedereho program, including: pre- and post-test instruments aligned with PAMOJA PDO indicators; session-level attendance and output tracking tools; qualitative documentation protocols; session observation checklists; and data quality assurance procedures.
- Conduct baseline surveys in the 2 pilot districts prior to the start of group sessions, establishing the pre-intervention acceptability of IPV among participants.
- Oversee data collection during the pilot, providing real-time quality assurance and troubleshooting data entry issues.
- Provide guidance as needed on how to collect endline surveys in pilot districts at the conclusion of the pilot period and analyze results to assess attitude change and inform adaptation.

Scale-Up Phase Activities (July. 2027 – February 2029):

- Design module in the training of trainers on how changes can be effectively tracked as well as how to keep systems for continuous learning and tweaking.
- Advise as needed on any queries on MEL by government team.

Key Deliverables:

- Full MEL framework and data collection tools, aligned with the PAMOJA MIS.
- Technical support and guidance on the baseline and endline survey reports designed
- Training of trainers should have a module for those at the district level on how these data points can be collected. Baseline survey reports from the 2 pilot districts.
- Quarterly progress reports (throughout the assignment).
- Technical review on the draft prevention protocol that the government is expected to prepare at the end of the project (as needed by government)

#### 4. IMPLEMENTATION TIMELINE SUMMARY

Period	Focus	Key Milestones
July – December 2026	Year 1: Formative Research & Pilot Preparation	Formative research launched in 2 pilot districts; draft curriculum and MEL tools ready; ToT delivered for pilot facilitators
January – June 2027	Year 1: Hands-On Pilot Implementation	Pilot underway in 2 districts; intensive government support; real-time learning

		and adaptation; baseline and endline surveys completed
January 2027 – July 2027	Year 2: Refinement & First Rollout Wave	Curriculum finalized; national validation workshop; formative research expanding; 3 additional councils activated with trained local NGO staff
July 2027 – July 2028	Year 2.5: Progressive Scale-Up	Continued rollout to remaining councils up to 15 total; annual surveys across all active councils; district-specific adaptation packages delivered
August – September 2028	Closeout	National protocol launched; final MEL report; final program report; government capacity handover

## 5. TARGET REACH AND KEY RESULTS

By the end of the assignment, the following results are expected on Tanzania Mainland:

- 15 councils reached with the adapted Bandebereho program, with at least 2 trained staff embedded in each district providing hands-on implementation support.
- A network of local researchers capable of conducting formative research across all 15 implementation councils, providing ongoing contextual intelligence for program adaptation.
- A certified facilitator cadre across all 15 councils, trained through the multi-tiered ToT system.
- A tested and validated national GBV prevention protocol, endorsed by MoCDGWSG and aligned with the NPA-VAWC, available in English and Kiswahili.
- PDO-level attitude change targets achieved: reduction in acceptability of IPV among program participants — Women: from 48% to 28%; Men: from 32% to 20% — as measured by annual surveys aligned with the Tanzania DHS and entered into the PAMOJA MIS.
- Strengthened capacity of MoCDGWSG, district GBV officers, WCPC structures, and local NGO partners to sustain and independently manage community-based GBV prevention programming beyond the project period.

## 6. INSTITUTIONAL ARRANGEMENTS AND COORDINATION

The service provider will work under the overall technical oversight of MoCDGWSG and in close coordination with the PAMOJA Project Implementation Unit but also liaise very closely with the PMO-RALG Project Implementation team specifically the GBV Officers in both of these PITs. At the District level, the service provider will be expected to liaise as needed with the GBV officer in the District Implementation team who will be responsible for overseeing community facilitators. Regular coordination meetings will be held at national, regional, and district levels. The service provider is expected to:

- Designate a qualified Team Leader as the primary point of contact for all coordination with MoCDGWSG and the World Bank, responsible for integrating the work across all four strands.

- Establish formal local partnerships with demonstrated experience in GBV prevention and community engagement in Tanzania. He MiCDGWSG expects a minimum of 2 staff members embedded in each implementation district throughout the rollout phase, available to provide hands-on, on-the-ground support to facilitators and district authorities and to ensure implementation quality remains high as the program scales.
- Ensure close coordination with regional and district government authorities for community entry, facilitator recruitment, and local logistics.
- Participate in quarterly project review meetings and respond to technical feedback from MoCDGWSG and the World Bank in a timely manner.
- Ensure that the four technical strands maintain active coordination mechanisms internally, including regular cross-strand reflection meetings so that formative findings immediately inform curriculum adaptation, training design, and MEL tool development.

## **7. QUALIFICATIONS OF THE NGO**

The NGO will bring the following qualifications that are central to the assignment:

- Must have experience designing and implementing the Bandebereho program or another couples-based intervention with demonstrated evidence of impact on male gender norms, caregiving behaviors, and reduction in IPV. Evidence must include evaluations published in peer-reviewed journals on impact or evidence through randomized control trials that explicitly show a reduction in violence with no other negative effects.
- Extensive experience in curriculum adaptation and cross-country replication of gender-transformative community engagement programs explicitly through government systems.
- Expertise in designing and delivering multi-tiered Training of Trainers systems at scale for community-based programs.
- Demonstrated capacity to lead or commission formative research using mixed methods as the evidence base for program adaptation.
- Experience in the design of MEL systems for social norms change programs, including pre/post-test survey design aligned with DHS-based indicators.
- Strong institutional safeguarding policies and survivor-centered programming standards.
- Demonstrated experience working with government ministries and within national policy frameworks in Sub-Saharan Africa.
- Must be responsible with on the ground skilled team members for district-level community engagement, facilitator support, and quality assurance of implementation.
- Must be able to blend international expertise and know-how on tested couples intervention models to adapt to local context with local actors.

Qualified NGO's technical proposal must clearly describe the proposed team structure across all four strands, naming key personnel and their qualifications, and must demonstrate:

- That the Principal Researcher (Strand 1) has specific experience leading formative research on social norms and GBV in Sub-Saharan Africa, and a

credible model for mobilizing and managing a network of local researchers at scale.

- That the Programs Team lead (Strand 2) has experience translating formative research into adapted program materials in a community-based GBV prevention context, with specific experience in rapid, iterative curriculum adaptation during pilot phases.
- That the ToT lead (Strand 3) has experience designing and delivering multi-level facilitator training systems for community-based programs in Tanzania or a comparable context.
- That the MEL lead (Strand 4) has experience designing and operating MEL systems for attitude change programs, including familiarity with project MIS architecture and DHS-aligned survey methodology.

## **8. LOCAL PRESENCE, CONTEXTUAL EXPERTISE, AND KNOWLEDGE TRANSFER AS A CRITICAL COMPONENT OF THE PROJECT**

The selected NGO must demonstrate sufficient and sustainable local presence over the contract implementation time and sustainable capacity building and knowledge transfer to local experts/NGOs. The NGO may consider partnering with local NGOs to enhance their local presence and facilitate the transfer of international knowledge and expertise to the local market and to ensure sustainable local capacity and presence beyond the duration of the assignment. Additionally, given that the assignment will be implemented at the local and community levels, strong knowledge of the local context will be essential, therefore, partnering with local NGO(s) will enable the selected international NGO to leverage existing local networks and expertise, as locals possess a clear understanding of local cultural dynamics, social norms, language considerations, and administrative structures, as well as demonstrated capacity to manage field logistics and coordinate activities effectively across the target districts. This local presence and contextual understanding will be critical in facilitating community engagement, ensuring culturally appropriate implementation approaches, and supporting the timely delivery of project activities.

The firm shall also be capable of deploying a minimum of two (2) qualified personnel per district during the rollout and implementation phase.

## **9. OVERALL STAFFING REQUIREMENTS AND ESTIMATED LEVEL OF EFFORTS (QUALIFICATION AND EXPERIENCE)**

The consultant team shall comprise at least the following key personnel with the specialization and experience indicated;

<b>No</b>	<b>Position</b>	<b>Experience (International /Local)</b>	<b>Minimum Qualification</b>	<b>Number of personnel</b>	<b>Estimated Input (Man-months)</b>
1	Team Leader	International	Master's degree in Gender Studies, Social Sciences, Development Studies, or related field; 8+ years of	1	18

			<p>experience managing GBV/community programs.</p> <p>Participated as a team leader in at least two (2) similar projects in designing and conducting qualitative and participatory research, particularly in the areas of GBV, social norms change, masculinity, family dynamics, and community-based interventions</p> <p>Experience of working in Sub-Saharan Africa</p>		
2	Deputy team leader	Local	Master's degree in Gender Studies, Social Sciences, Development Studies, or related field; 8+ years' experience managing GBV/community programs in Tanzania	1	18
	Principal Researcher (supervise a formative research team)	International	<p>PhD/Master's in Gender Studies, Sociology, or related; 10+ years of research experience in GBV/social norms</p> <p>Specific experience leading formative research on social norms and GBV in Sub-Saharan Africa, and a credible model for mobilizing and managing a network of local researchers at scale.</p>	1	8
	ToT lead (Strand 3)	Local/International	Master's in Gender Studies, Sociology, or related; 5+ years of designing and delivering multi-level facilitator training systems for community-based programs in Tanzania or a comparable context.	1	8

	Social Research expert (Formative Research specialist)	International /Local	<p>Master's in Gender Studies, Sociology, or related; 8+ years of general experience in Social development and community intervention projects.</p> <p>Undertaken at least two (2) similar projects in designing and conducting qualitative and participatory research, particularly in the areas GBV, social norms change, masculinity, family dynamics, and community-based interventions</p>	4	16 combined (4 each)
	MEL lead (Strand 4)	International /Local	<p>Bachelor's degree in M&amp;E, Economics, Statistics, or Social Sciences</p> <p>5+ years of experience in designing and operating MEL systems for attitude change programs, including familiarity with project MIS architecture and DHS-aligned survey methodology.</p>	1	18
	Data Collectors /or Field Enumerators	Local	Bachelor's in Gender Studies, Sociology, or related	15	45 combined (3 each)
	GBV Program Officers (National level implementation support)	Local/ International	<p>Master's in Gender Studies, Sociology, or related</p> <p>Undertaken at least two (2) similar projects (GBV prevention, social norms change, large-scale gender programs, community-based interventions; World Bank or donor experience) within a period of the last 10 years.</p>	4	96 combined (24 each)
	District GBV Program Officers (support)	Local	Bachelor's in Gender Studies, Sociology, or related	30	360 combined (24 each)

	field implementat ion)				
<b>Total estimated man-months</b>					<b>587</b>

The firm may propose an appropriate number of non-key personnel (support staff) for the successful implementation of the assignment, the proposed personnel shall be subject to negotiation and agreement with the client.

## 10. BUDGET

The NGO shall submit a financial proposal containing a detailed budget structured around the following indicative categories:

- Personnel Costs: International and regional experts (Approved Leading consultant staff), local partner staff, facilitators, enumerators, and field supervisors, staffing, deployment and operations costs to be embedded in implementation districts.
- Research and Curriculum Adaptation Costs: Data collection tools, translation and printing, community consultations.
- Training Costs: Venue, accommodation, per diems, materials, and logistics for the ToT and all subsequent facilitator trainings.
- Pilot and Scale-Up Implementation Costs: Community sessions, supervision and quality assurance, MEL activities, and data management.
- Validation and Protocol Launch Costs: National workshop logistics, printing, and dissemination.
- Operational and Administrative Costs: Travel, coordination, reporting, and overheads.

All expenditures must fall within the approved categories under the PAMOJA Project financial management framework (Category 2: Training and Workshops; Category 3: Operating Costs).

### Payment schedule

The contract is on a lump sum basis, payment shall be made upon acceptance of an agreed milestones. The achieved milestones shall be supported by the accepted deliverable or report as follows.

Period	Focus	Key Milestones	% of Payment
July 2026	Signing the contract	Costs for <b>insurance</b> to cover implementation risks, <b>stamp duty</b> for legal recognition, and <b>mobilization expenses</b> by the contractor for site setup, staffing and logistics.	<b>10%</b>
July 2026	Inception report	Submission and approval of the Inception Report, including work plan, methodology, team deployment, coordination mechanisms, and research tools. etc	10%

July – December 2026	Year 1: Formative Research & Pilot Preparation	Formative research launched in 2 pilot districts; draft curriculum and MEL tools ready; ToT delivered for pilot facilitators	25%
January – June 2027	Year 1: Hands-On Pilot Implementation	Pilot underway in 2 districts; intensive government support; real-time learning and adaptation; baseline and endline surveys completed	20%
July 2027 – December 2027	Year 2: Refinement & First Rollout Wave	Curriculum finalized; national validation workshop; formative research expanding; 3 additional councils activated with trained local NGO staff	15
January – July 2028	Year 2.5: Progressive Scale-Up	Continued rollout to remaining councils up to 15 total; annual surveys across all active councils; district-specific adaptation packages delivered	10%
August - September 2028	Closeout	National protocol launched; final MEL report; final program report; government capacity handover	10%

## 11. REPORTING REQUIREMENTS

The service provider will submit the following reports to MoCDGWSG and the PAMOJA Project Implementation Unit:

- Inception Report within 4 weeks of contract signing, outlining the detailed work plan, team deployment schedule, cross-strand coordination mechanisms, local NGO partnership arrangements, and risk register.
- Quarterly Progress Reports throughout the assignment, covering outputs delivered across all four strands, MEL data, financial expenditure, implementation quality observations, challenges encountered, and planned activities for the next quarter.
- Strand-Specific Technical Reports as specified under each strand's deliverables above (e.g., formative research reports, training reports, MEL survey reports).
- Final Program Report by September, 2028, covering the full period of implementation, results against all PDO and output targets, lessons learned across all four strands, government capacity assessment, sustainability plan, and recommendations.

All reports must be submitted in English.