



REQUEST FOR PROPOSALS

Gender Capacity Strengthening Consultancy for Local Non-Governmental Organizations (LNGOs)

Closing Date: November 9, 2025, by 23:59 EAT

Program Name	Gender Equitable Nutrition in Tanzania and Uganda (GENTU)
Sectors	Gender, Health and Nutrition, Water Sanitation and Hygiene (WASH), Food Security and Livelihoods (FSL)
Program Goal	Improve and sustain nutrition outcomes for the poorest and most marginalized women, adolescent girls, and children in Bahi and Itigi districts in Tanzania and Moroto, Nakapiripirit, and Nabilatuk districts in Uganda through comprehensive and integrated nutrition-specific and nutrition-determining strategies targeting individuals, communities, health service providers, and the broader health system.
Local Non-Governmental Organizations (LNGOs)	Tanzania • Action for Community Care (ACC) • Empower Society Transform Lives (ESTL) • Save mother and Children of Central Tanzania (SMCCT) • Women Empowerment Initiatives (WEI)
	Uganda • Karamoja women Umbrella Organization (KAWUO) • Karamoja Youth Empowerment Network Organization (KAYEN) • Regional Pastoralists Initiative for Development (rPIDO) • Rural Action for Development Organization (RADO) • Rural Agency for Community Transformation (RACT)
Project Duration	March 2023 - June 2028
Funding Agency	Global Affairs Canada (GAC)
Responsible ACF HQ	Action Against Hunger - Canada
Consultancy Period	November 2025 – March 2026

BACKGROUND

Action Against Hunger is an international humanitarian organization committed to ending world hunger. We work to save the lives of malnourished children and provide communities with access to safe water and sustainable solutions to hunger. The organization operates in over 45 countries, responding to emergencies and implementing long-term programs to combat hunger and malnutrition. Our mission extends beyond immediate relief; we work tirelessly to ensure access to safe water, promote food security, and empower communities to

build resilience against future crises. At the heart of our approach is a commitment to gender equality and social justice, empowering women, girls, and marginalized groups to participate fully in decision-making processes that affect their lives. Through innovative programs and partnerships, we aim to transform communities by addressing gender-based inequalities, promoting sustainable nutrition outcomes, and fostering inclusive development practices in the power of collaboration and innovation to create a world where no one suffers from hunger or malnutrition.

Project Background

The five years (March 2023 to March 2028) Gender Equitable Nutrition in Tanzania and Uganda (GENTU) project, funded by Global Affairs Canada and implemented by Action Against Hunger, KAWUO and SEMA, aims to enhance and sustain nutrition outcomes for the most vulnerable groups: women, adolescent girls, and children in Bahi and Itigi districts in Tanzania, Nabilatuk, Nakapiripirit and Moroto districts in Uganda.

The GENTU project employs comprehensive strategies designed to address both immediate nutritional needs and the underlying factors influencing nutrition in these communities. This includes targeted interventions aimed at individuals, communities, health service providers, and the broader health system. Recognizing the significant impact of gender disparities on nutrition access and health outcomes, the project adopts a holistic, gender-transformative approach aimed not only to address immediate nutritional challenges but also to dismantle entrenched gender norms and power imbalances that perpetuate inequalities. Aiming to empower women and girls, to engage male allies in promoting gender equality, and to advocate for policies that support inclusive nutrition strategies, GENTU seeks to foster long-term resilience and equitable development.

To make such an impact, the program focuses on three interconnected intermediate outcomes; (Intermediate Outcome 1100) Improved gender-transformative nutrition practices among pregnant and lactating women, children under 5, and adolescent girls in target districts; (Intermediate Outcome 1200) Strengthened delivery and utilization of quality gender-equitable integrated nutrition and health services for the poorest and most marginalized, especially women, adolescent girls, and children in target districts; and (Intermediate Outcome 1300) Improved coordination and effectiveness of gender-focused NGOs and government stakeholders to provide community-based, nutrition-specific initiatives for women, adolescent girls, and children in target districts.

Intermediate Outcome 1100 will contribute to community members' empowerment, particularly Pregnant and Lactating Women (PLW) and adolescent girls, to adopt optimal nutrition practices, including those related to gender-responsive Maternal, Infant, Young Child and Adolescent Nutrition (MIYCAN) and management of malnutrition. Malnutrition will also be tackled in part by improving gender-responsive WASH practices and by scaling up women's capacity for nutrition-sensitive agriculture. These nutrition supporting practices will be adopted at both the household and community level with the support of local power holders including husbands, fathers, and community and religious leaders, leading to improvements in the nutrition outcomes of PLW and adolescents, as well as their U5 children.

Intermediate Outcome 1200 will improve nutrition among target beneficiaries by strengthening the quality and delivery of equitable health and nutrition services in an integrated fashion. The project's emphasis on improved integration between nutrition-specific interventions and primary health care is based on evidence that integration has been associated

with improvements in early breastfeeding initiation, exclusive breastfeeding, night blindness as a result of vitamin A supplementation, and recovery from and reduced relapses of children with Severe Acute Malnutrition (SAM) and Moderate Acute Malnutrition (MAM). In addition, intermediate outcome 1200 will see more women, children, and adolescents utilizing health services and receiving nutrition-related treatments due to the removal of gender and age-based barriers.

Intermediate Outcome 1300 will help to facilitate, concretize, and sustain the gains across intermediate outcomes 1100 and 1200 by strengthening community mechanisms to consistently provide effectively, coordinated multi-sector nutrition programs by empowering feminist Community Based Organizations (CBOs) through enhanced skills and platforms, to partner with governments to shape and deliver programs aligned with national multi-sectoral nutrition strategies.

GENERAL SCOPE AND OBJECTIVE

Action Against Hunger is seeking to engage a consultant or a team of up to two consultants to provide gender capacity strengthening support to Local Non-Governmental Organizations (LNGOs) under the GENTU Project.

The selected consultant(s) will be contracted under a **two-year framework agreement**, which will outline the **overarching terms, conditions, and fee structure governing the consultancy**.

For each specific assignment within the framework period, a Statement of Work (SoW) will be developed and mutually agreed upon by both parties prior to commencement, detailing the scope, deliverables, timelines, and expected outputs.

1st Assignment & Statement Of Work

For its first assignment, the consultant(s) will be responsible for conducting four sets of in-person trainings with LNGOs in both Tanzania and Uganda on the following topics:

- Core Gender & Gender-Based Violence (GBV) Concepts
- Gender Transformative Approach (GTA)
- Introduction to Conducting a Gender Analysis
- Handling GBV Disclosures and Providing Psychological First-Aid to GBV Survivors

Action Against Hunger already possesses training materials on core Gender and GBV concepts, on the GTA as well as on PFA, but not specifically on the introduction to conducting a Gender Analysis. The consultant(s) will be expected to use, adjust and create training materials as needed.

Key outputs/deliverables and timeline

From November 15, 2025, to March 31, 2026, the consultant(s) are expected to:

- Conduct a desk review to gain a comprehensive understanding of the GENTU project, its localization portfolio, including partner LNGOs and key AAH staff in Uganda and Tanzania.

- Design tailored face-to-face training curricula, including materials and tools, for the following four (4) gender topics: Core Gender & GBV Concepts; The Gender Transformative Approach; Introduction to Conducting a Gender Analysis; Handling GBV Disclosures and Providing Psychological First-Aid to GBV Survivors.
- Deliver a total of eight (8) face-to-face training sessions to LNGOs in Uganda and Tanzania (4 in each country).
- Draft a total of eight (8) training reports following facilitation of each training session.

REQUIREMENTS

Applicants should meet the following requirements:

- At least 7 years of proven experience and expertise in conducting gender capacity strengthening (including in East Africa).
- A Masters' Degree or equivalent in either Women & Gender Studies, Political Science, International Development etc.
- Excellent report writing and oral communication skills in English and Swahili are required.
- Ugandan and Tanzanian nationals, and/or persons with valid work permits in Tanzania and Uganda are highly encouraged to apply.
- Proven ability to work with local partners.
- Excellent knowledge and proven expertise in gender equality, women's empowerment, gender transformative programming, Gender-Based Violence, Gender Analyses and Social Behavior Change (SBC).
- Excellent knowledge of the existing links between gender inequality, Gender-Based Violence and Nutrition.
- Excellent knowledge of Nutrition as a Human Rights and Gender Justice Issue in integrated health systems programming.
- Knowledge of the Tanzanian and Ugandan health systems, community structures, and contexts related to health and nutrition services in rural settings.
- Familiarity with the socio-economic and cultural contexts of Singida and Dodoma regions in Tanzania as well as Moroto, Nakapiripirit, and Nabilatuk districts in Uganda are considered an asset.
- Proven ability to work collaboratively with diverse stakeholders, including community members, local authorities, health service providers, and LNGOs.
- Facilitation skills and the ability to manage the diversity of views in different cultural contexts are a requirement.
- Ability to manage the available resources and adhere to timelines and deliverables ensuring timely completion of all project phases.

LOCATION

The consultancy is home-based except during in-person trainings. The consultant should be prepared to travel for capacity strengthening.

LEGAL AND ETHICAL MATTERS

- Action Against Hunger retains ownership of all documentation related to this consultancy. The consultants agree that these documents and any related publications will not be shared with any party other than Action Against Hunger without explicit written consent.
- The consultant agrees to conduct gender capacity strengthening in accordance with ethical principles, respecting the dignity, rights, and confidentiality of all individuals involved. This includes adherence to relevant laws, regulations, and ethical standards applicable to the consultancy.

APPLICATION PACKAGES AND PROCEDURES

Qualified and interested parties are asked to submit the following:

1. Letter of interest in submission of a proposal for capacity strengthening to Tanzanian and Ugandan LNGOs (in the form of an email), to: procurement@actionagainsthunger.ca by **November 9, 2025, by 23:59 EAT**.
2. Detailed proposal clearly demonstrating a thorough understanding of this Request for Proposals and including the following (15 pages maximum):
 - Proposed technical approach and content to conduct training on Core Gender and GBV Concepts to identified LNGOs. Including number of proposed training days, tentative training dates, description of methodologies, and tools for delivery and stakeholder engagement.
 - Proposed technical approach and content to conduct training on The Gender Transformative Approach to identified LNGOs. Including number of proposed training days, tentative training dates, description of methodologies, and tools for delivery and stakeholder engagement.
 - Proposed technical approach and content to conduct training on Introduction to Conducting a Gender Analysis to identified LNGOs. Including number of proposed training days, tentative training dates, description of methodologies, and tools for delivery and stakeholder engagement.
 - Proposed technical approach and content to conduct training on Handling GBV Disclosures and Providing Psychological First-Aid to GBV Survivors to identified LNGOs. Including number of proposed training days, tentative training dates, description of methodologies, and tools for delivery and stakeholder engagement.
 - Proposed technical support and coaching activities that could be provided to the LNGOs post-trainings and over a 2-yr period.
 - A proposed timeframe detailing activities and schedule/work plan (including a Gantt chart for all stages of capacity strengthening process, include information/support required from Action Against Hunger.
 - Team composition (no more than 2 consultants) and level of effort of each proposed team member and indication of language skills of team members (if more than one).
3. A financial proposal with a detailed breakdown of costs:
 - Itemized consultancy fee/costs

- Itemized costs and payment modalities for the first assignment, including but not limited to: Level of Effort & Travel Costs for the training
 - Currency of offer (in CAD)
 - Validity period of the offer from the date of submission.
4. Curriculum Vitae(s) of the consultant(s) outlining relevant experience.
 5. Names and contact information of three references who can be contacted regarding relevant experience.

The proposal will be evaluated based on both technical (methodology) and financial (budget) aspects, with priority given to technical quality to ensure the best overall value of money.

Only qualified candidates will be contacted

Complete applications should be submitted electronically to procurement@actionagainsthunger.ca with the subject line: **"GENTU GENDER CAPACITY STRENGTHENING FOR LNGOs"** no later than **November 9, 2025, by 23:59 EAT.**

Capacity Strengthening of Local and National NGOs (LNGOs) under the GENTU Project

1. Overview

As part of the **GENTU Project**, a series of activities were implemented to **strengthen the technical and organizational capacity** of gender-focused **Local and National Non-Governmental Organizations (LNGOs)** and Community-Based Organizations (CBOs). The primary objective was to enhance their ability to **design and deliver gender-transformative programs** aligned with **national multi-sectoral nutrition strategies**.

A key deliverable of this initiative was the **training of LNGOs and CBOs** in the following areas:

- **Health and gender-integrated nutrition programming**
- **Local government processes and budgeting**
- **Engagement in national decision-making mechanisms**

To ensure that capacity strengthening efforts were evidence-based and responsive to real needs, an **in-depth organizational capacity assessment** was conducted for selected local and national NGOs.

2. Capacity Assessment Methodology

The assessment aimed to identify existing strengths, capacity gaps, and priority areas for institutional development. Data was collected using three complementary approaches:

a. Organizational Document Review

Organizations were asked to share key policy and strategic documents. These were reviewed to:

- Assess the existence and adequacy of internal **policies, strategies, and frameworks** supporting gender and nutrition programming.
- Identify **gaps and outdated content** in organizational documents.
- Validate information from other assessment tools.
- Inform practical **recommendations for strengthening governance and program delivery**.

b. Individual In-Depth Assessments

A **self-administered questionnaire** was used to collect individual responses from organizational staff. The questionnaire covered **three thematic areas**:

1. **Organizational Capacity**
2. **Nutrition in Emergencies Capacity**
3. **Gender Capacity**

The **Gender Capacity** section comprised **10 key dimensions**:

- Gender equality policies and frameworks
- Inclusive leadership
- Gender equality capacity building

- Gender analysis
- Complaints and safeguarding mechanisms
- Partnerships and advocacy
- Implementation of best practices
- Data disaggregation and gender-sensitive programming
- Women's empowerment initiatives
- Sexual and Gender-Based Violence (SGBV) prevention and response

Each question was rated on a **five-point scale (1–5)** ranging from *Non-existent/Poor* to *Extensive/Strong*, with an option for “Not Applicable.”

Before administering the tool, **Action Against Hunger (AAH)** staff provided orientation sessions to explain the purpose of the assessment and ensure respondents understood each question. This process was designed to encourage honest, uninfluenced feedback and to avoid perceptions that the exercise was a performance evaluation.

Data Analysis:

Responses were compiled and analyzed in **Microsoft Excel**, using average scores for each staff member and thematic area. **Radar charts** were developed to visualize organizational strengths and weaknesses. Patterns and outliers were identified and later discussed during the consensus workshops.

3. Summary of Findings: Gender Capacity of LNGOs

While all participating organizations demonstrated a commitment to **gender programming** as part of their project portfolios, overall **capacity levels were rated as moderate to weak**.

General Observations:

- All organizations had **staff designated for gender-related activities**, but their technical knowledge varied, and institutional support mechanisms were limited.
- **Gender and GBV-related activities** included awareness campaigns, behavior change communication, GBV case referrals, women's empowerment initiatives, and gender inclusion efforts.
- **Partnerships and advocacy coalitions** were reported across several organizations, often involving collaboration with district-level community mobilization offices and other implementing partners.
- **Data disaggregation** was inconsistently practiced, and gender analysis was largely absent across all organizations, representing a **critical training gap**.
- **Feedback and complaints mechanisms (FCM)** existed in various forms—such as *barazas*, *radio talk shows*, and *akiriket* meetings—but were often underutilized and insufficiently structured.
- **Advocacy capacity** was perceived by staff as a strength; however, assessment scores indicated only average performance, suggesting the need for further technical support in structured advocacy planning and execution.
- **Inclusive leadership practices** were generally positive, with gender-balanced boards and, in one case (RADO), representation of persons with disabilities.
- **GBV protection and risk mitigation activities** were in place—such as ensuring confidentiality, community coordination, safe spaces, and sensitization sessions—but there was a notable **lack of formal written policies** to institutionalize these practices.

Key Challenges Identified:

- Limited financial and human resources for effective **GBV referrals** and survivor support pathways.
 - Insufficient training in **gender-transformative programming** and **gender analysis**.
 - Low institutional awareness of **core gender concepts and frameworks**.
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4. Consensus-Building Workshops

Following the individual and document assessments, **consensus-building workshops** were conducted with each organization to validate findings and co-develop **capacity strengthening plans**.

Each organization dedicated a full day to the workshop, which included:

- **Presentation of assessment results and radar charts**
- **SWOT analysis** to identify strengths, weaknesses, opportunities, and threats
- **Consensus discussions** to agree on key capacity gaps and priorities
- **Development of tailored capacity-strengthening action plans**

The workshops began with an orientation on the **GENTU Project**, the **Global Nutrition Cluster's role**, and the objectives of the capacity-building process.

The **SWOT analysis** was intentionally framed as a **learning and planning tool**, not a performance evaluation. It allowed organizations to identify:

- Areas requiring external support
- Internal resources that could be better utilized
- Opportunities for peer learning and self-improvement

Through participatory dialogue, staff achieved consensus on training priorities and organizational development needs across the three thematic areas.

5. Participating Organizations

A total of **nine organizations** were selected for capacity strengthening under AAH's localization commitment:

- **Four (4) organizations in Tanzania**
- **Five (5) organizations in Uganda**

These organizations will continue to receive **targeted training, mentorship, and technical support** as part of ongoing efforts to enhance **local leadership** in gender-transformative nutrition programming.

6. Conclusion

The capacity assessment provided critical insights into the **institutional and technical readiness** of LNGOs and CBOs to implement gender-responsive nutrition programs.

Findings reveal strong organizational commitment but highlight significant gaps in **gender analysis, resource allocation, policy development, and institutionalization of GBV safeguards**.

The consensus-building process has laid the foundation for **tailored capacity development plans**, ensuring that local partners are equipped to play a **central role in advancing gender equality and nutrition outcomes** within national and regional frameworks.