

People4Change Inspirator TOR			
Contracting ActionAid Office	ActionAid Tanzania		
Inspirator title	Social Movement Inspirator – International		
Duration of placement	One Year (11 months)		
Hosting Organisation	GP Tanzania	Location	Dar es salaam
Additional organisations, groups or movements to be supported	Localized youth hubs, rural, urban, refugees and host communities	Location	Kasulu, Kibondo, Tanga and AATZ LRPs
		Location	
Purpose of placement <i>(Why is this placement necessary – which learning/capacity gaps is the placement intended to meet)</i>	<p>ActionAid Tanzania identify existing gaps in the internal organizing of social movements. The Global Social Movement Center sees a need to capture that experience and knowledge and support social movements in Tanzania both within and outside SPA II program areas, including the localized youth hubs and and refugees’ host community. The inspirator will be placed at GP Tanzania office serving GP, AATZ and Partners where AATZ operates.</p> <p>The presence of a social movement inspirator is crucial for youth organizations and women forum members to better understand and effectively incorporate social movements into their climate justice activities and in fighting poverty and injustices.</p> <p>After two years of working with partners in the implementation of SPA II program, the annual review and planning meeting identified some gaps which requires presence of social movement inspirator to support. Some of these challenges include inadequate capacity of localized youth hubs and women reflection action circles and women forum/youth organizations to effectively hold duty bearers accountable for delivery of gender responsible public services and challenges related to coordination and mobilization of young people into a collective voice to enable them challenge power imbalances within communities.</p> <p>Additionally, Social Movement Inspirator will support the conduct of training on GOLD for youth and women led social movements in Tanzania as well as support the Global Platform Trainings and other engagements.</p>		
Which of the SPAII strategic objectives does this placement support? <i>(mark 1 or more)</i>	SO1: Democratic Space & GRPS	SO2: Climate Resilient Livelihoods	SO3: Protection & Resilience in Crisis
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Which of the following target groups will the Inspirator support <i>(mark 1 or more)</i>	Young urban people <input checked="" type="checkbox"/> Young rural people <input checked="" type="checkbox"/>	Young refugees <input type="checkbox"/> Young people in host-communities <input checked="" type="checkbox"/>	
Which people will work closely with the Inspirator	<b>From the Hosting Organization:</b> The Inspirator will work closely with and support.		

<p>and deepen their knowledge and skills during the placement</p>	<p>GP coordinator, GP volunteers, Program Managers and Program Officers of partner organizations.</p> <p>Also, the Inspirator will work with AATZ – Program and Partnership Manager, Climate Justice and Youth Engagement.</p>
	<p><b>From other organisations &amp; groups:</b></p> <p>MOVE and GOLD team</p>
<p><b>3. TASKS</b></p>	
<p><b>Expected outputs</b> <i>Which tangible products and/ or results will be delivered?</i></p>	<p><b>Activities</b> <i>Which activities will take place to support the attainment of the outputs?</i></p>
<p><b>1. What will be done together with the hosting organisation? <span style="float: right;">50 % of the Inspirator’s time</span></b></p>	
<p>Movement support needs in Tanzania mapped, and plans developed on the stage of the movement cycle.</p> <p>A Capacity and support plan developed and deployed to address gaps identified from social movement assessment.</p> <p>A minimum of 2 GOLD online and physical courses planned and organized.</p> <p>Feedback from at least 3 Social movements engagement documented and shared with MOVE Coordinator</p>	<ul style="list-style-type: none"> <li>- Map movement support needs with at least 3 movements in Tanzania and make a 12-month plan for this based on the movement cycle.</li> <li>- Mentor and support leadership of social movements in Tanzania</li> <li>- Develop and deploy capacity development plans to address gaps identified from movements assessment.</li> <li>- Support in designing, planning, and organizing GOLD training and deliver GOLD courses online and physically under the supervision of the MOVE Coordinator</li> <li>- Work with the MOVE coordinator to ensure oversight on the GOLD Trainings</li> <li>- Support GP trainings and GP related activities</li> <li>- Initiate support plan together with MOVE coordinator.</li> <li>- Document and share feedback from social movements engagement.</li> </ul>
<p><b>2. What will be done together with social movements: <span style="float: right;">40% of the Inspirator’s time</span></b></p>	

<ul style="list-style-type: none"> <li>• A safety and security support plan set up.</li> <li>• Report of learning to show progress made by the social movement documented.</li> <li>• An organizational development support plan provided for the social movement.</li> <li>• A social movement implementation Progress reviewed</li> </ul>	<ul style="list-style-type: none"> <li>• Support the establishment of safety and security support to movements setup from AA Tanzania</li> <li>• Be able to show the progress made with movements over the inspirator period documented in small learning reports.</li> <li>• Provide organizational development support to Social Movements</li> <li>• Review Social Movement Implementation based on the Trainings Received</li> </ul>
<b>Other tasks that are common for all Inspirators</b>	
<b>10% of the Inspirator's time</b>	
<ul style="list-style-type: none"> <li>• Documentation of learnings from supporting the GOLD implementation</li> <li>• Participate in knowledge sharing networks like the Global Inspirator Learning network.</li> <li>• Cross-country knowledge exchange initiatives during online events if any are planned.</li> <li>• Personal training and development through induction courses and other training opportunities.</li> </ul> <p><b>OUTPUTS</b></p> <ul style="list-style-type: none"> <li>• Documentation of learning from the support and implementation processes</li> </ul>	
<b>4. INSPIRATOR PROFILE</b>	
<p>Required skills and work/volunteer experiences</p>	<ul style="list-style-type: none"> <li>• Social movement building, organising, strategic planning.</li> <li>• Social movement context understanding from both Tanzania and abroad</li> <li>• Understanding of NGOs and how they can work with movements.</li> <li>• Training experience</li> <li>• Computer literate</li> <li>• Fluent in English language</li> <li>• Networking &amp; relationship building especially within movements and activists.</li> <li>• Campaign Design &amp; execution</li> <li>• Networking &amp; relationship building among especially within movements and activists.</li> <li>• Project Management experience, especially from voluntary work, will be an added advantage.</li> <li>• Human Rights based approach experience</li> <li>• Mobilization and working with young people</li> </ul>
<p>Personal qualifications</p>	<p>We are seeking a candidate with strong knowledge and experience with social movement building and organizing. The ideal candidate should also have knowledge on how NGOs best can work with social movements. Additionally, the candidates should have the following qualifications.</p> <ul style="list-style-type: none"> <li>• Graduates from recognized University</li> </ul>

	<ul style="list-style-type: none"> <li>• Teamwork building, innovative, ready to work under minimum supervision, result oriented person.</li> <li>• Ready to aspire the team members to embrace changes.</li> <li>• Multi-disciplinary knowledge and can work in remote areas and is ready to adjust according to the environment.</li> <li>• Ability to move projects forward and take initiative to reach out and follow up, both to give and receive support is essential.</li> </ul>	
<b>5. LOCATION INFORMATION</b>		
Security situation & risk mitigation	<p><i>Please describe the security situation, the risks associated with this placement and how to mitigate these.</i></p> <p>The security within Dar es salaam and Tanzania in general is good whereby the government through the police force tried to protect citizen and their properties that leads to ensure peace and tranquillity within the region.</p>	
Accommodation	<p><i>Please describe if an allowance will be paid out to cater for this or if an accommodation will be made available. If the latter, please describe this.</i></p> <p>The inspirator must rent the house at a reasonable price to enable him to stay comfortably. The house rent – full furnished ranges from 294 € per month</p>	
<b>6 ALLOWANCES AND TAX</b>		
Monthly Allowances	<i>Living Allowance</i>	398 €
	<i>Support for data cards</i>	40 €
	<i>Accommodation (if relevant)</i>	294 €
	<i>Work related transport/perdiems</i>	100 €
Other one-off benefits	<ul style="list-style-type: none"> <li>• Preparation allowance upon placement start 350 €</li> <li>• Resettlement allowance for completed placement 398 €</li> <li>• Health insurance 735 €</li> <li>• Work related transport – including round trip from home base to duty station 367 €</li> <li>• Expenses related to work permits 650 €</li> <li>• Mandatory payment schemes 1026 €</li> </ul>	
Expected tax level of all allowances:	<p>National Tax: Computed and paid in TZS Pay as you earn tax rate/formula (Allowance-720,000) x 30% + 98100 also find it in <a href="https://www.tra.go.tz/calculators/pae.htm">https://www.tra.go.tz/calculators/pae.htm</a></p>	