

<b>People4Change</b> <b>Terms of Reference for Inspirator</b>	
<b>1 GENERAL SUMMARY OF TOR</b>	
Recruiting National Office	ActionAid Tanzania
Inspirator type	<input type="checkbox"/> GP Inspirator <input checked="" type="checkbox"/> Local Inspirator
Inspirator Title	Civic participation
Nationality of Inspirator	<input checked="" type="checkbox"/> National recruitment <input type="checkbox"/> International recruitment
Relation to which Strategic Objective	<b>Objective 2 (Civic Participation):</b> Enhanced meaningful participation of young men and women in decision making processes through mobilization and engagement in the existing government structures, and governance processes.
Name of hosting organization	ActionAid Tanzania at Kilwa LRP
Location of placement ( <i>describe and mark</i> )	Kilwa Local Rights Programme is among the five Action Aid Tanzania Local Rights Programmes which is in Kilwa District, Southern Part of Tanzania. The LRP was established in the year 2007 and started its operations in 2008.
	Capital <input type="checkbox"/> District <input checked="" type="checkbox"/> Rural <input checked="" type="checkbox"/>
Duration of placement	This post is for one year
<b>2 PARTNER AND PLACEMENT DATA</b>	
Purpose of placement	The purpose of this placement is to strengthen the capacity of the LRP s and partners in area of <b>civic participation</b> .
Brief description of hosting partner	ActionAid Tanzania at Kilwa LRP has two employed staff who facilitates the development work in the district. The LRP is working in partnership with Community Based organizations such as <b>TUJIWAKI</b> (Women's rights association) and <b>KIYODI</b> (Youth Development Organization).  <b>Programs of partners includes</b> <ul style="list-style-type: none"> <li>• Women empowerment (socially, economically and politically) and children rights to education</li> </ul>

	<ul style="list-style-type: none"> <li>Promotion of youth participation in leadership and decision-making processes and ensure young people are represented development of plans and strategies, implementation and monitoring of policies</li> </ul>	
Main capacity gaps identified during needs assessment process	<p>The assessment done to explore the experience, challenges and opportunities of partner organizations in implementing their programs related to enhancement of civic patriation indicated the following gaps:</p> <ul style="list-style-type: none"> <li>Inadequate knowledge on the rights and entitlements of citizens in development and decision making on public matters</li> <li>Lack of understanding on youth development policies and government’s commitments to fulfil the rights to participation</li> <li>Skill gap on youth mobilization and organization as well as movement building knowledge and experience</li> <li>Inadequate skills to organize young people’s demand a d capacity to engage with decision makers.</li> <li>Inadequate advocacy skills</li> </ul>	
Target groups and key individuals to receive capacity development by the Inspirator?	<p>Key Individuals <i>(specific people the Inspirator will work closely with – minimum 2 and maximum 5)</i></p>	<ol style="list-style-type: none"> <li>LRP Coordinator</li> <li>Chairperson of TUJIWAKI</li> <li>Secretary of TUJIWAKI</li> <li>Chairperson of KIYODI</li> <li>Secretary of KIYODI</li> </ol>
	<p>Target groups <i>(Describe the groups the Inspirator will support)</i></p>	<p>The inspirator will support Leaders of partners organizations and women groups and networks, youth groups and networks. (400 women and 347 young people from five wards)</p>
Major challenges and risks associated with the placement	<ul style="list-style-type: none"> <li>Language might be a challenge as majority of people speak Kiswahili.</li> <li>Religious and cultural norms: majority of the population are Muslims and one need to know the ‘dos’ and ‘don’t’</li> </ul>	
Inspirator’s line manager	The inspirator will report to the Public Accountability and Youth Engagement Manager.	
<b>3. Profile of the Volunteer Position: Outcomes, Outputs &amp; Activities</b>		
<p>With reference to the <b>already</b> funded programme/project outputs and activities contained in the partnership agreement, project document and partner annual work plans. <b>The Inspirator should assist the partner to achieve the following capacity development results:</b></p>		

<b>Outcomes</b> <i>(What specific short term organisational, behavioural and/or programmatic changes should be expected)</i>	<b>Outputs</b> <i>(Which tangible products and/ or results will be deliv</i>	<b>Activities</b> <i>(Which activities will take place to support the attainment of outputs and outcomes?)</i>
<b>Work with local partners, Activista etc. (95%)</b>		
Enhanced knowledge on citizens' rights in public affairs especially on governance processes and development to the LRP and partners	Assessment report on status, challenges and opportunities of civic participation in the district.	<p>Support the identification legal/policy provisions, challenges and opportunities of civic participation.</p> <p>Organize training to partners and LRP staff on civic participation and entitlements.</p> <p>Support in developing advocacy strategy to advance civic participation.</p> <p>Coach and mentor leaders of partner organizations on civic participation programming.</p> <p>Support the LRPs and partners to organize critical engagement to advance civic participation agenda in the district.</p>
Increased participation of youth in demanding the government on its commitment for youth development.	Key components of youth policy organized, and training guide developed.	<p>Organize training to partners and LRP staff on youth policy and government commitments.</p> <p>Support the LRP and partners to generate and organize factual demands.</p> <p>Support in organizing dialogue with Local Government Authorities on youth demands for development.</p> <p>Support the LRPs and partners to organize critical engagement to advance civic participation agenda in the district.</p>
<b>Individual competence development (5%)</b>		
Understanding on local context and youth development policy enhanced.	Report on the local context and core youth policy components produced.	<p>Attend induction.</p> <p>Read youth policy and related documents.</p> <p>Attend relevant workshops.</p>

Own praxis improved, and international network strengthened.	Good practices shared, and network enhanced.	Participate in online learning and sharing networks with other Inspirators and Advisors as relevant  Contribute to the Networked Toolbox with case stories and get inspiration from existing materials.
<b>4. INSPIRATOR PROFILE</b>		
Required skills & core competences	Background in Sociology, Social Work or Development Studs /Political science  Two years' experience in youth development field related	
Required professional or voluntary work experience	This person must have at least the following qualifications; <ul style="list-style-type: none"> <li>• Experience in advocacy and campaign work.</li> <li>• Experience in working as volunteer and ability to be adaptable and flexible.</li> <li>• Experience in young people mobilization in developing countries.</li> <li>• Coordination of young people movements/ networks/alliances.</li> </ul>	
Personal qualifications	This position requires a person who; <ul style="list-style-type: none"> <li>• Must have patience in working with young people especially multicultural groups.</li> <li>• Needs to have good resilient to various situations.</li> <li>• Self-determinant and persistence.</li> <li>• Good team player.</li> </ul>	
Language requirements	<ul style="list-style-type: none"> <li>• Swahili</li> <li>• English</li> </ul>	
<b>5. LOCATION INFORMATION</b>		
Geographic setting	Kilwa District is located in Lindi Region in southern Tanzania. The District is one of the six districts of Lindi Region. According to the 2012 national census Kilwa district has 190,744 people of which 91,661 are males and 99,083 are females.  Kilwa district is about 320 kilometres away from Dar es Salaam and is accessible by a tarmac road. The district is also accessible by air through chartered Cessna flights with a small airstrip.	
Security situation	Kilwa Communities is safe- living in harmony and great understanding to each other. About 98% of the community members are from Islamic community. Generally, there is peace harmony and tranquility in Kilwa district.	

Type of Accommodation	<input type="checkbox"/> Homestay or <input checked="" type="checkbox"/> Private	
Kilwa LRP will find a moderate house to rent for the inspirator. The house which has water, Electricity as basics.		
<b>6 ALLOWANCES AND TAX</b>		
Allowances  <i>Please note that allowances are likely be paid out in local currency in the country of service</i>	Per diems – monthly expectations	€ 480 (available after tax is paid)
	Preparation Lump sum (international only)	N/A
	Lump Sum upon arrival	€100
	Relocation per month (for internationals only) to be paid out at the end of placement in bulk	N/A
Tax level  <i>(percentage and implications)</i>	Are per diems, lump sum or relocation subject to tax national tax?  <input type="checkbox"/> No  <input checked="" type="checkbox"/> Yes, and so, which of the three:  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/payee.htm">https://www.tra.go.tz/calculators/payee.htm</a>	