

Call for Consultancy: Regional Democracy and Civic Engagement Youth Cohort Training Module Development and Facilitation

About the Horn Center for Democracy/HCD

HCD is a regional think-and-do-tank based in Addis Ababa, Ethiopia established in 2022 with the mission of advancing democracy, peacebuilding, inclusive governance, and citizen engagement across the Horn of Africa/HoA. It is founded in response to the increasing need for a regional convening institution on democratic governance and civic participation in one of Africa's most politically complex, dynamic and strategically important regions.

In the region where youth population growing rapidly HCD places young people at the center of its programming and strategic priorities. The organization views youth not merely as beneficiaries of development interventions, but as active agents of peacebuilding, human rights protection and democratic leadership. Through its initiatives, HCD seeks to empower young people in the region with the knowledge, skills, networks, and confidence necessary to influence governance processes, strengthen and shape democratic culture, promote regional integration, and contribute to peaceful coexistence.

Project Background

Young people in the HoA continue to face complex political, economic, and social challenges affecting their meaningful participation in governance and democratization. However, they remained resilient and positioned themselves at the forefront of civic activism and peacebuilding efforts across the region. Founded on these practical challenges and opportunities HCD is implementing a Regional Youth Cohort Program; an initiative designed to equip emerging young leaders in the region with practical competencies in democratic governance, leadership, advocacy, peacebuilding, and digital civic participation.

The program seeks to create a regional learning and engagement platform through which youth leaders can deepen their understanding of political and governance dynamics in the HoA while developing practical leadership, advocacy, and civic engagement skills. Furthermore, the initiative aims to foster cross-border collaboration and solidarity among youth from different countries in

the region, encouraging collective reflection and shared learning around democratic transformation and regional cooperation.

Overall, the program will enhance participants' understanding of regional political realities, democratization processes, leadership approaches, emotional intelligence, youth and women's civic agencies, and digital advocacy skills for democratic participation.

To support the successful implementation of this initiative, HCD invites qualified and experienced facilitators to prepare a training facilitation material and provide training facilitation services under the following thematic lots:

Lot 1: Decolonization of Political Leadership, Political Advocacy, and Emotional Intelligence

Under this thematic lot, the selected consultant will be expected to design and facilitate comprehensive and highly participatory training sessions centered on political leadership, advocacy, emotional intelligence, and contextualized African leadership models. The training should critically examine conventional approaches to leadership and governance while encouraging participants to explore leadership philosophies and practices rooted in African realities, values, history, and lived experiences.

The module is expected to emphasize the principle of inclusive and participatory leadership, recognizing that meaningful democratic transformation cannot occur without the active involvement and representation of affected communities.

The consultant guided by the module will facilitate discussions and practical exercises covering key themes such as democratic governance, communication and campaigning strategies, political advocacy, lobbying techniques, strategic leadership, coalition engagement, and policy influence. In addition, the module will integrate emotional intelligence as a core component of leadership development. The training is expected to create a learning space where participants can share their personal experiences, examine interpersonal challenges, and explore the role of emotional intelligence in navigating politically and socially sensitive environments. The consultant is expected to facilitate critical reflection on issues such as identity, ethnicity, religion, historical bias, polarization, and social cleavages while promoting empathy, inclusive leadership, conflict sensitivity, emotional resilience, and collaborative engagement. Ultimately, this thematic lot aims

to strengthen participants' capacities in ethical leadership, political participation, civic engagement, advocacy, and transformative leadership within the context of the Horn of Africa.

Lot 2: Youth and Women Agencies, Digital Advocacy, and Civic Action

Under this lot, guided by comprehensive training module will facilitate the training focusing on the role of youth and women's agencies in democratization. The training is expected to provide participants with a strong empirical understanding of how structural, institutional and socio-cultural barriers continue to limit the meaningful inclusion of youth and women in governance and decision-making processes across the region.

The consultant is expected to create a space for participants to analyze how the absence or weakening of civic agencies can negatively affect democratization processes. Through practical examples, case studies, and facilitated discussions, the training shall encourage participants to envision alternative pathways for strengthening civic engagement, democratic participation, and inclusive leadership.

A critical component of this training will include digital advocacy and civic action. The consultant will prepare participants on the responsible but effective utilization of digital platforms for democratic participation and policy influence. Participants expected to gain practical understanding of both the opportunities and risks associated with digital spaces.

Scope of Work

The selected consultant(s) are expected to develop of high-quality learning materials/module for the issues in the lots, facilitate an interactive training program and reporting.

Specifically, the consultant(s) will be responsible for:

- ✚ Developing a comprehensive and contextually relevant training guide/manual aligned with the assigned thematic lot and case studies, simulations, and practical learning exercises, integrated relevant regional examples and practical experiences
- ✚ Facilitating a minimum of two-day youth cohort training in one of the IGAD member states using participatory and inclusive approaches guided by adult-learning principles: group discussions, breakout sessions, peer reflections, practical exercises, and presentations;

Methodology and Training Approach

The consultancy assignment is expected to adopt a highly participatory, reflective, and learner-centered approach grounded in adult-learning principles. HCD strongly encourages facilitation methodologies that promote active participation, collaborative learning, critical reflection, and practical application of concepts.

The methodology should incorporate:

- ✚ Interactive facilitation techniques and participatory learning methods;
- ✚ Case studies, simulations, and scenario-based learning;
- ✚ Group breakout sessions and practical assignments and presentations and Multimedia and documentary-based learning approaches where relevant;

Expected Deliverables

The selected consultant(s) will be expected to deliver the following outputs within the agreed timeframe:

- ✚ A comprehensive and professionally structured training guide/manual tailored to the assigned thematic lot with case studies and practical exercises
- ✚ Facilitation of a minimum of two-day regional youth cohort training workshop; and

Required Qualifications and Experience

For this consultancy HCD is seeking mid-level professionals with strong academic backgrounds, facilitation expertise, and regional engagement experience. Therefore, we look for an applicant who possessed:

- ✚ At least a Master's degree in Political Science, Peace and Security Studies, Law, Political Anthropology, International Relations and other related disciplines;
- ✚ Applicants must demonstrate a minimum of five years of professional experience for PhD holders, and seven years for MA holders, in facilitating regional trainings, youth leadership initiatives, civic engagement programs, or democratization-related interventions;
- ✚ Strong knowledge and analytical understanding of governance, democratization, peacebuilding, political participation, and regional dynamics in the Horn of Africa; and

- ✦ Experience working with civil society organizations, regional institutions, international organizations and youth networks.

Duration and Location of the Assignment

The consultancy assignment will encompass three phases: preparation of training facilitation guide, training facilitation, and final reporting. The preparation of the training facilitation guide/module is expected to take two weeks; the training workshop will be conducted over two days, on dates to be scheduled and communicated by HCD and the reporting phase will require one week.

The training is expected to take place in one of the IGAD member states.

Relevant Submissions

Interested and qualified applicants are required to submit a complete application package consisting of the following:

- ✦ Technical Proposal: conceptual understanding of the preferred thematic lot and objectives; description of facilitation methodology; work plan and implementation timeline and thematic and facilitation experience; and
- ✦ Financial Proposal: a detailed budget breakdown for preparation of training facilitation module and facilitation of the training. Along with the technical and financial proposal applicants are also required to submit updated curriculum vitae/CV and motivation letter.

NB: If the training takes place in a country other than the consultant's nationality, HCD will assume responsibility for covering travel expenses and other relevant accommodations. Consequently, these costs will not be included in the financial proposal.

Evaluation Criteria and Process

Application will undergo a competitive review and evaluation process technical and financial proposal submissions which will take 70% and 30% respectively of the total weight.

Only shortlisted applicants will be invited for interviews and further negotiations and applications will be screened on a rolling basis.

Deadline

Interested applicants who meet the eligibility requirements are requested to submit their complete application package by **June 8th, 5pm EAT.**

How to Apply

Interested and qualified applicants are invited to submit their complete application package in a single zipped folder, with the applicant's name, electronically with the subject line: Application for Regional Youth Cohort Training Facilitation Consultancy: Lot Number to hr@horn-center.org copying hcdoffice@horn-center.org