



**CENTRE FOR
THE STUDY OF
ADOLESCENCE**



Request for Proposals (RFP): Kenya Systems-Change Advocacy Consultant

The Centre for the Study of Adolescence (CSA) is a Kenyan non-profit making organization established in 1988 by a group of Kenyan professionals committed to the fight for adolescent health. The Centre works towards the promotion of the health and development of adolescents and young people through programming, policy advocacy, research, technical assistance and capacity building. Our main objective is to create resources and options, and improve access to safe, affordable, and sustainable services, in partnership with key stakeholders. Since the 80s, CSA has significantly contributed towards an improved policy environment for adolescent sexual reproductive health establishing itself as a leader in adolescent youth sexual and reproductive health (AYSRH) rights programming and advocacy in Kenya and the East and Central African region. The Centre has over thirty year's practical experience in ASRH programming and policy influencing based on locally generated evidence.

[Rise Up](#) works to advance gender equity and justice in education, health, and economic opportunity by partnering with visionary local leaders around the world. We build power with women, girls, and their allies by providing training, funding, and connection to a global network to help them achieve meaningful, lasting change.

This year, Rise Up is launching the Leadership and Advocacy Accelerator for social justice advocates with **25** non-profit leaders in Kenya. This is a month-long training with four virtual 1.5-hour sessions followed by a 6-day in-person Accelerator workshop, planned for **July 14-19, 2025**. The consultant(s)/trainer(s) will be responsible for adapting and tailoring Rise Up's curriculum to implement this hybrid model to reflect local policy advocacy cases and contexts in Kenya. Additionally, the consultant(s)/trainer(s) is /are expected to provide follow-on coaching and technical assistance to Rise Up leaders during their advocacy project implementation.

Rise Up seeks an outside entity with extensive experience working with highly diverse and socially minded groups to serve as a lead consultant and trainer. Successful consultants will have experience working in the non-profit sector with the knowledge to adapt, expand, and implement [Rise Up's unique advocacy planning curriculum](#) in Nairobi, Kiambu, Kajiado or Machakos counties. of. This assignment can be implemented by an individual or a small team.



SCOPE OF WORK

Training Preparation

- Detailed review Rise Up's training curriculum to adapt training the basic sessions to reflect current local political and social contexts for a diverse cohort in Kenya using current advocacy case studies and drawing on local advocacy successes and challenges in gender equity
- Adapt Rise Up's core virtual and in-person curriculum to implement a hybrid training program with up to four virtual sessions and a 6-day in-person training that builds upon Rise Up's base curriculum to develop session designs, formal presentations and specific reading/audio-visual materials that reflect a relevant Kenya social and cultural context by **May 15, 2025**
- Design and prepare training materials, including presentations, worksheets, handouts, and relevant multimedia content while aligning content to overall training objectives and evaluation tools
- Provide timely feedback on training agenda and finalize curriculum and session designs in a timely manner

Training and Facilitation

- Implement a high-quality hybrid participant-centered training methodology focused on active learning for 25 non-profit leaders from Nairobi, Kiambu, Kajiado and Machakos Counties in Kenya
- Support identification of local Kenyan experts/panelists as needed, develop key questions for the panelists and moderate panel discussions.
- Fully participate in residential training, schedule in one-on-one meetings with the participants, review group assignments and share written and verbal feedback as needed
- Participate in daily virtual or in-person training debrief meetings to review participant daily evaluations and adapt agenda as needed
- Provide training participants with in-person coaching on proposal development during training
- Support posting training materials on Google Classroom
- Maintain consistent implementation of the Rise Up's Girl Protection Policy at all times.

Training Follow Up and Coaching

- Provide final written training designs upon completion of in-person activities
- Participate in training debrief with Rise Up staff and local trainers to review final participant evaluations and provide feedback and recommendations for future training implementation
- Provide training participants with at least one 30-minute virtual coaching call on proposal development before the Rise Up proposal due date
- Review draft proposals and provide constructive written feedback as per Rise Up proposal selection criteria



- Make recommendations for effective follow-up with participants and identify areas for continued technical assistance which will differ greatly by project

Technical Assistance

- Provide eight (8) grantees with technical assistance via quarterly 30–60-minute calls throughout the 2026 project implementation starting in February 2026. Technical assistance may consist of supporting grantees on problem-solving challenges in advocacy project implementation, or connection to other key stakeholders or other leaders who can facilitate project implementation
- Share local resources, opportunities, and events with Rise Up leaders via Google Classroom
- Document project support and technical assistance provided to leaders and share them with the Rise Up team monthly
- Support the review and validation of grantee interim and final reports including reading reports, providing written feedback and support to Rise Up on donor reporting

Financial Management and Administration

- Submit timely invoices and manage contract effectively
- Conduct timely travel reconciliation as needed
- Communicate in a regular and timely manner with Rise Up resource team
- Communicate any financial or scheduling concerns clearly to the Rise Up staff

DELIVERABLES AND FLAT RATE PAYMENT SCHEDULE

| Deliverables | Schedule |
|--|--|
| Revised and adapted curriculum session designs and materials | DATE: 31 May 2025 Due one week before the in-person training |
| Final Session Designs as implemented with Materials, Coaching calls and Training Debrief | DATE: 31 July 2025 Due two weeks after the in-person training |
| Proposal Review Recommendations and Technical Assistance | August 15, 2025, through April 15, 2026 Upon receipt of written feedback or quarterly report on TA |



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QUALIFICATIONS & REQUIREMENTS

- A minimum of seven (7) years of experience training diverse communities in the areas of gender-focused systems-change advocacy in Kenya with deep knowledge of advocacy, political structures, and national and county laws affecting gender equity issues in Kenya.
- Strong understanding of intersectional gender equity issues across underserved and historically marginalized communities in the counties of Nairobi, Kiambu, Kajiado or Machakos.
- Strong understanding of effective participant-centered methodologies and training tools
- Strong understanding of proposal development, monitoring and evaluation ability to provide targeted feedback to advocacy proposals
- Effective communication, presentation, and public speaking skills
- Effective organizational and time management abilities
- High degree of cultural humility in working with diverse populations, including marginalized and LGBTQIA+ communities in Kenya
- Ability to pivot training methods to respond to participants' needs using critical thinking and effective decision making
- Demonstrated ability to facilitate a dynamic learning space that addresses the needs of diverse types of learners
- High degree of initiative and ability to work independently while maintaining regular communication with a remote team
- Availability for video calls for session planning with remote team working across different time zones
- Proficient in MS Office, PowerPoint/Canva, Zoom, and Google Classroom

The trainer/consultant(s) can be a qualified individual or a registered legal entity or a team from a business or organization. The candidate(s) will have expertise in policy issues affecting gender equity in Kenya and subcontract with topic experts if they assess a need for expertise in a specific training area. The consultants(s) should possess excellent training and facilitation abilities, including team building skills, and have an innovative and creative approach to problem solving in group settings.

HOW TO APPLY

To apply, please email all required information to jramos@riseuptogether.org and cc kenyarep@riseuptogether.org Please include "Kenya Systems-Change Advocacy Consultant" in the subject line of your email. Applications should include:

- Cover letter
- Resume or CV for all trainers/consultants
- 2-page proposal consisting of a sample session design for a policy advocacy topic
- A budget reflecting the scope of work.



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APPLICATION DEADLINE

RFPs will be considered as they are submitted. Initial interviews will take place after **April 16, 2025**. After that date, we will continue to review applications on a rolling basis until a suitable candidate is identified.

Rise Up is committed to advancing social, gender, and racial justice. We value partnering with individuals and organizations that bring a wide range of perspectives and identities including ethnicity, race, gender, socio-economic background, language, political and religious beliefs, sexual orientation, and abilities. We encourage applications from people with diverse perspectives and identities including Black, Indigenous, People of Color, LGBTQIA+, and people living with disabilities.