



Terms of References

Integrative Study of Indigenous Peoples' Leadership Development Initiatives and Programs

Well Grounded is recruiting a consultant or a group of consultants to carry out this study. Joint applications are welcomed.

Background

Well Grounded has implemented a pioneering phase of its Indigenous Peoples (IPs) leadership development program from 2019 to 2020 in Cameroon. The objectives of this initiative were to accompany Okani, an IP-led civil society organisation based in Cameroon, to develop a strategy for its leadership centre and to design an IP leadership development programme that aims to strengthen self-confidence and decision-making in the IPs' communities with which the organisation works. However, despite the investment and enthusiasm shown by the stakeholders in the implementation of the initiative, the co-creation of a leadership curriculum that would have a learning trajectory based on indigenous culture could not be developed. The available outputs for the curriculum are a draft of the content and format of a strategic self-leadership workshop, anecdotes, stories and IP games to be adapted for use as materials for future IP leadership development curricula. Well Grounded is extending its intervention in the DRC and the Republic of Congo and it sees the opportunity to take this "indigenous leadership" programme to a regional level with the collaboration of actors (organisations, influencers) recently identified in the mapping of IPs-led or indigenous focused issues civil society organisations.

Purpose and scope of the study

In preparation for designing its Indigenous Peoples Leadership Development Programme, Well Grounded wishes to conduct a study to identify and understand initiatives that have been carried out by other indigenous organisations around the world and in particular in Africa in order to inform its programme and build on the learnings that these organisations/programmes would have gained from their experiences. The objective is to document the approaches, lessons learned, themes addressed, challenges encountered and changes observed in the leadership of Indigenous Peoples.

Indicative methodology

This study will cover: (a) desk research; (b) interviews with key individuals (organisations) who have implemented programmes for the development of indigenous peoples' leadership and participants trained in IP leadership to appreciate the evolution of their leadership style/capacities; and (c) experience sharing sessions with these organisations and programme participants.

These exchanges of experience will involve a group of pre-identified indigenous leaders who will then be involved in the design and implementation of the leadership programme that Well Grounded wishes to develop.

The consultant or pair of consultants are encouraged to propose an appropriate methodology for this work from his/her/their perspective.

Deliverables

The expected deliverables of the study are:

1. An inventory of indigenous leadership development initiatives and programmes around the world and in particular in Africa (**10 January 2023**);
2. A synthesis report (in French or English) on the approaches used, the topics/themes of the content, the success factors of the programme, the place of IPs in these programmes, the challenges they have faced and the learning resources used or developed (**30 January 2023**);
3. Recommendations (points of concern), and important elements to consider for an IPs' leadership development programme (**20 February 2023**).

Level of effort estimation and compensation

Well Grounded proposes 15 to 20 working days to accomplish this mission between December 2022 and February 2023. An indicative outline of the tasks to be performed, estimated in days, is proposed as follows:

- Review of the methodology and planning of the intervention / 0.5 days
- Document review: Identification of initiatives and analysis of documents / 4 days
- Individual interviews with the leaders of the identified initiatives and some participants in the programme / 3 days
- Organisation, preparation and facilitation of learning sessions. Three (3) in total / 4 days (including preparation time)
- Creation of a database (Excel) of the inventory of initiatives and organisations / 1 day
- Drafting of reports of the main findings (approaches used, topics, themes, content elements, success factors of the programme, the place of IPs in these programmes, the challenges they faced and some resources used or developed) and recommendations for Well Grounded / 3 days
- Exchange with the project team and feedback session / 2 days

The above time allocation is indicative, and the consultant or consultant pair is invited to make a proposal for the time allocation at their convenience.

Well Grounded offers a daily rate of between £350 and £400

Consultant Profile required

Well Grounded is looking for a consultant or a pair of consultants with the following profile:

- Experience in study/research work, analysis and capitalisation of collected information;
- In-depth experience of indigenous peoples' issues;
- At least one experience of working with Indigenous Peoples in Asia, the Americas, East Africa and the Congo Basin;
- Good oral and written expression in French and/or English and/or Spanish.

The following skills and attitudes will be kindly appreciated

- The completion of study missions in the context of Asia, South America, East Africa and the Congo Basin is an asset;
- Facilitation of virtual sessions on Zoom;
- Aligning or feeling comfortable with the following key values: autonomy, responsibility, inclusion and timeliness.

Process, timeline of the recruitment and start of the assignment

- Deadline for receipt of applications: **10 November 2022**
- 1st round: Selection of applications on the basis of the application file (covering letter + CV + references): **11, 14 and 15 November 2022**
- Notification to shortlisted candidates : **16 November 2022**
- 2nd round: Interviews of the pre-selected candidates with a discussion focused on the intervention strategy, the methodology and the action plan: **22 to 23 November 2022**
- Final notification of the successful candidate(s): **02 December 2022**
- Engagement and contracting process: **10-15 December 2022**
- Indicative start date of the assignment: **15 December 2022** (Well Grounded is open to discuss the actual start of the assignment at the time of contracting)

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Application file

The application file, in a single Word/PDF file, is made up of:

First Step

- a Covering letter (why you think you are the best candidate for the job and how you match the requirements of the vacancy - max 1 page);
- a CV (max 3 pages oriented towards the most relevant experience for this assignment);
- Two (02) references.

Second step

The shortlisted candidates will be asked to submit a proposal for the strategy and methodology to be used for the study, as well as an indicative action plan for the conduct of the assignment and its completion.

Applications must be sent by **10 November 2022** at the latest to the following e-mail address recrutement+TOR_IP_22@well-grounded.org