



Consultancy for Communications Training under Epic Project

1. Background

Meeting Targets and Maintaining Epidemic Control (EpiC) is a global project funded by the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) and the U.S. Agency for International Development (USAID) which is dedicated to achieving and maintaining HIV epidemic control. It is led by FHI 360 as prime and has a five-year period of performance from April 15, 2019 to April 14, 2024.

2. Epic Project Objectives:

Objective 1: Attain and maintain HIV epidemic control among at-risk adult men, women and PPs;

Objective 2: Attain and maintain HIV epidemic control among KPs;

Objective 3: Improve program management (including health information systems [HIS] and human resources for health [HRH]) and financial systems to ensure attainment and maintenance of epidemic control; and

Objective 4: Support the transition of prime funding and implementation to capable local partners to meet the PEPFAR goal of 70% of funding to local partners by 2020.

The Coordinating Assembly for Non-Governmental Organization (CANGO)'s role in the EpiC Eswatini project will be to lead the organizational capacity development of three MSM and one FSW organization under EpiC to support them to achieve the four objectives as noted above. The CBOs are listed below.

3. Key Population Community Based Organisations (CBOs)

- i. **Rock of Hope (RoH)** – This organization was founded in January 2011 but was formally registered in 2012, and is a lesbian, gay, bisexual, transgender and intersex (LGBTI) organization. The organization operates at the national level in the country advocating for the rights of social minorities. The main area of focus is on health advocacy, ensuring that the LGBTI community has access to health care, eliminating all non-financial barriers to access health care for the population and ensuring they gain acceptance within communities in which they reside. They are co-located in the Family Life Association of Swaziland (FLAS) Manzini office space. RoH since inception have worked in partnership with Eswatini National AIDS Program (ENAP), Health Communication Capacity Collaborative (HC3) and FHI 360. Under FHI 360 the organization has received in-kind program funds under LINKAGES since 2017, through Pact Eswatini. They will provide programming support under the EpiC MSM program focusing on coordination of structural interventions with all KP-led organizations and further developing online programming.
- ii. **House of Our Pride (HOOP)** – This KP-led organization was founded in 2010 and formally registered in 2017 and is a membership-based organization for the LGTBI community. The

organization has offices located at Swaziland Positive Living (SWAPOL). HOOP strives to ensure full participation of all members of the community in influencing policy making, achieving equity and attaining full and equal human, social and economic rights in all aspects of life for the LGBT community. HOOP has received in-kind program funds under LINKAGES since 2017, through Pact Eswatini. They will provide programming support under the EpiC MSM program providing comprehensive prevention and clinical care and treatment programming in the Manzini and Lubombo regions, with clinical technical support from The Luke Commission and key population technical support from FHI 360, as required.

- iii. **HealthPlus4Men (HP4M)** –This organization is KP led and was registered in 2014 with the goal to improve access to health services for men who have sex with men. The organization seeks to look at the behavioural, biological, economic and structural factors that put MSM at higher risks for HIV and AIDS infection through provision of prevention, support and care. It established its own office space in 2017, under LINKAGES support. HP4M has received in-kind program funds under LINKAGES since 2017, through Pact Eswatini. They will provide programming support under the EpiC MSM program, providing comprehensive prevention and clinical care and treatment programming in the Hhohho and Shiselweni regions, with clinical technical support from The Luke Commission and key population technical support from FHI 360, as required.
- iv. **Voice of our Voices (VooV)** – This organization is KP led and was registered in 2017. It has a small established office in Somtongo under the Pact Eswatini Insika program. They have collaborated with LINKAGES since 2016 on programming in the area of FSWs. They will lead the FSW program under EpiC covering all prevention and care and treatment services, with technical support as required.

4. Scope of work

The following activities should be conducted:

- i. Engage with CBOs for setting out the nature of the objectives, deliverables, challenges and feedback.
- ii. Conduct two separate trainings on communications. A physical (face to face) training for Executive Director's (EDs) another for the staff from the four CBOs whom CANGO is working with. Duration of the meeting will be determined by the Consultant's training program.
- iii. Develop and Structure communications training that will be cover the following aspects
 - a. Donor Liaison and Engagement Skills
 - b. Communications protocol and etiquette
 - c. Communications channel and hierarchy within an organisation
 - d. How to communicate to different stakeholders internally and externally
 - e. Management of communications
 - f. Pros and Cons of Communications
- iv. Support each CBO to develop/ review their individual communication strategy or policy.
- v. Conduct briefing meeting with CANGO, FHI and the four CBOs on the outcome from the training.
- vi. Develop an assessment tool to be used after 2 months to ascertain of the training provided is being applied and how effective it has been.

- vii. Provide a brief final report, that details the process and methodology undertaken as well as any other necessary information.

5. Duration

This activity is expected to take two months inclusive is the after-assignment assessment on the effectiveness and utilisation of the training will take after two months of training.

viii. **Application criteria**

- i. Degree in Communications, social sciences, journalism, development studies or another relevant area.
- ii. Based in Eswatini
- iii. Fluent in Siswati & English
- iv. Proven experience working on similar assignments
- v. Familiarity with programming for Non-governmental organization, communities, key population
- vi. Own transport.

How to apply

1. Interested candidates should submit their curriculum vitae, and brief response to the RFP (no more than 5 pages) detailing the proposed approach and methodology for completion of the consultancy, with a proposed budget and 3 referees directed to The Grants Management Unit Director, CANGO through the following email; administration@cango.org.sz and copy gmudirector@cango.org.sz and orgdev@cango.org.sz
2. Interested candidates should also request for detailed Terms of reference from the above emails
3. Deadline for applications is COB 7th May 2021.
4. Only shortlisted candidates will be contacted by the 14th 2021. Applications not responded to after a month from the deadline should consider themselves unsuccessful.