



Terms of Reference: Consultant

Location: Karamoja Region, Uganda

Fixed Term Contract

Reporting to: Senior Program Manager, East Africa

Start Date: July 2024 (At the latest)

End Date: 30th June 2025

About the Freedom Fund

The Freedom Fund (www.freedomfund.org) is a leader in the global movement to end modern slavery. The Freedom Fund works to combat many different forms of extreme exploitation, including unsafe migration, forced labour, sex trafficking, forced marriage, and the worst forms of child labour. It:

- **invests** in those countries and sectors with the greatest incidence of modern slavery.
- **analyses** which interventions work best and **shares** that knowledge.
- **brings together** a community of activists committed to ending extreme exploitation and empowered by the knowledge of how best to do so.
- **generates** funding by demonstrating how effective interventions can protect those at risk of being exploited and free those in situations of exploitation.

Since it was founded in 2014, the Freedom Fund has worked in 11 countries through a clustered investment hotspot model, identifying and championing organisations that work with impacted communities to eradicate modern slavery. The Freedom Fund has supported over 140 organisations in South Asia, Southeast Asia, South America and East and West Africa.

About the consultancy

The Freedom Fund is excited to offer a consultancy opportunity to an individual with in-depth knowledge of Uganda and its civil society, and in particular Karamoja sub-region, as well as a robust understanding of the government systems and policies that respond to child, early and forced marriage and the complexities of the factors and systems that facilitate the exploitation of children.

This consultancy role presents a unique opportunity for programmatic development and strategy refinement for an inception year in Uganda, following a feasibility study conducted in May 2023 and subsequent comprehensive consultations with key Ugandan stakeholders. The initial phase identified four districts within Uganda's Karamoja sub-region as focal areas due to their high incidences of child marriage,

alongside prevalent issues of child labour and trafficking. A high-level strategy was developed to address these challenges, proposing a set of broad programmatic components, and learning questions tailored to mitigate the risks of child exploitation in the Karamoja sub-region.

To help refine and finalise the programmatic strategy, the consultant will assist in identifying local community representatives and civil society organisations with whom the Freedom Fund could partner, collaborate, and co-design a programming framework that accurately reflects the needs of the local communities as well as the challenges that lead to child exploitation, especially child marriage and trafficking, within the wider humanitarian situation. The consultant will also help facilitate discussions with relevant government offices and representatives relevant to the scope of the strategy. The consultant will ensure that girls' and young women's experiences and perspectives are at the centre of our priorities, including their meaningful participation in the participatory intervention development research.

This process will last approximately a year and will include pilot grants to organisations who are identified as participants in the process, and in compliance with the Freedom Funds processes and systems of grant making. The aim is to have a refined well-designed program strategy, developed in collaboration with local partners. This strategy could then inform a possible longer-term investment in the region.

The consultant will also assist in working with local partners to clarify operational risks and safety concerns in implementation of the strategy, with accompanying mitigation measures detailed to address the concerns.

This is an exciting role for an outstanding individual with experience in grassroots and local civil society organisations in Uganda, with excellent convening and facilitating skills for strategy /program design, an understanding of child marriage and other intersecting issues such as child labour and child trafficking, as well as ability to support gender transformative approaches. The consultant will work closely with grassroots organisations in Karamoja, so fluency in Karamojong would be an advantage (alongside English).

This position is expected to be a demanding assignment over the next 12 months, with a start date of July 2024 (at the latest) and a contract running till 30th June 2025.

Responsibilities

The Consultant will be based in Karamoja Sub-region, Uganda, and will spearhead the following activities on behalf of the Freedom Fund during the one-year inception phase, collaborating closely with a Freedom Fund Senior Program Manager (SPM) for East Africa (based in Nairobi, Kenya), and with the Freedom Fund's support teams based in London.

Responsibilities will include, but are not limited to, the following:

- Support in grantee partner selection for the inception phase. This will include identifying partners, reviewing their proposals, managing the contracting processes of selected grantee partners, including conducting standard due diligence and coordinating with the London office to ensure contracts are signed and the grants released.
- Advise the Freedom Fund through the inception year, tailoring strategies to the unique context of Uganda and in particular Karamoja sub-region, ensuring programmatic alignment with local needs and dynamics.
- Organize and facilitate the inception phase kick-off workshop with relevant stakeholders, including selected inception grantee partners. This involves preparing for the workshop in consultation with the SPM, inviting stakeholders and arranging logistics. This initial workshop should offer an opportunity to

refine learning questions for the inception year and align activity plans with those of the intervention development research activities.

- Arrange and lead quarterly community of practice convenings of relevant stakeholders, including selected inception grantee partners. These sessions will focus on reflecting upon and refining learning questions, sharing feedback on interventions, and contributing to the development of the programmatic strategy.
- Undertake routine monitoring visits to inception grantee partner activities, documenting observations, lessons learned, and best practices to inform ongoing strategy refinement.
- In partnership with stakeholders, inception grantee partners, and the SPM, finalize a comprehensive proposed program strategy. This strategy will incorporate findings from the participatory research, outcomes of the learning questions, local insights, and best practices, establishing a solid foundation for the proposed implementation phase.
- Draft consolidated reports using grant recipients' quarterly data and financial reports.
- Monitor performance of partner projects, using agreed indicators/learning questions and the M&E system.
- Where necessary, represent the Freedom Fund in official meetings with government, international and national organisations, and networks.
- Where necessary, coordinate logistics and facilitate necessary visits for Freedom Fund representative(s) or other consultants.
- Assist and lead in clarifying operational processes for grant making in Uganda.
- Work closely with the Freedom Fund team and local organizations to evaluate potential risks associated with project implementation and develop appropriate mitigation strategies. Implement the Freedom Fund's Security Policy in the context of Karamoja and utilise and assist with updating of the Uganda Karamoja risk assessment.
- Carry out other relevant assignments on behalf of the Freedom Fund, as requested.

Qualifications and experience

The Freedom Fund seeks a dedicated, self-motivated consultant, capable of working with limited supervision and adept at rapidly building productive relationships with diverse stakeholders. The ideal candidate should possess a strong background in leading the development and execution of program strategies, engaging with civil society organizations, and demonstrating a track record of successful program design and implementation, particularly in the realm of child exploitation (including child and early marriage, child labour & trafficking) amidst the complexities of a humanitarian crisis in the Karamoja sub-region.

Essential

- At least seven years of directly relevant experience
- Experience convening and facilitating processes with civil society organisations.
- Experience designing program strategies and program interventions to address complex social issues, including in high risk and conflict-affected environments.
- Grant-making experience to local civil society organisations
- Knowledge and experience of working on child exploitation (including child and early marriage, child labour & trafficking), forced labour, human rights, anti-human trafficking, or modern slavery initiatives, familiarity with child protection highly desirable.
- Knowledge and experience of supporting implementation of gender transformative approaches, designed and owned from within local cultures. Experience working within marginalised communities.
- Ability to understand due diligence assessments and findings.
- Experience in monitoring and evaluation of grants and programs
- English speaker and fluency in Karamojong (Desired)

- High proficiency with Microsoft Office tools (especially Word and Excel)
- Entitled to work in Uganda, without work sponsorship from the Freedom Fund.
- Knowledge of government policy, structure and legal systems is desirable.

Personal attributes

Essential

- Team player committed to the Freedom Fund's values and passionate about human rights issues.
- Ability to build relationships with a wide range of individuals from diverse backgrounds.
- Ability to work independently, displaying strong initiative and sound professional judgement in solving day-to-day problems with limited direction.
- Outstanding oral and written English communication skills and ability to present information in compelling ways.
- Detail oriented, with ability to manage, track and organise data, including numerical data.
- Willingness and ability to travel, sometimes to remote communities, working with local and national organisations to identify and mitigate risks of travel (with support from the Freedom Fund's SPM and other staff) as required.

Compensation

The Freedom Fund will pay the consultant a daily fee at an agreed rate. Expected daily fee rate should be provided by the consultant in the cover letter. This will be further discussed as part of the interview and contractual process for the successful candidate.

Application procedure

Applications should be submitted in English and include a CV, cover letter (maximum two pages) and contact details of two professional referees, one of which must be the applicant's current / most recent line manager or current / most recent Head of HR.

Please send applications by email in PDF format to jobs@freedomfund.org, including 'Consultant - Uganda Hotspot Program' in the subject line on/before 5pm East Africa Time, **30TH April 2024**. Applications will be assessed on a rolling basis.

Please note that only candidates selected for further consideration will be contacted. No phone calls please. **No agencies please.**

The Freedom Fund is an equal opportunities employer. In line with our values of respect, agility, and excellence, we value the strength of a diverse workforce and strongly encourage applications from people with disabilities, Black, Asian, or Minority Ethnic backgrounds, LGBTQ+ and from different socio-economic backgrounds. **Applicants must be eligible to work in Uganda.**

The Freedom Fund is committed to the importance of meaningful survivor inclusion and leadership. As such, consideration will be given to applicants with lived experience of trafficking and/or forced labour.

As part of our commitment to the protection of children and vulnerable people in our work, any offer of engagement with the Freedom Fund will be subject to satisfactory pre-engagement checks to ensure we

work with only those who are suitable to work with children and vulnerable persons. These checks include proof of eligibility to work in the national location of this role and checks against the Office of Foreign Assets Control data list (OFAC) which highlights any connections to terrorism or trafficking. Any offer of consultancy with The Freedom Fund will only be made following successful background checks being conducted on the applicant. By submitting a formal application, you agree to the Freedom Fund carrying out these checks.