

## TAHub07: Call for iSRHR Experts to Facilitate Values Clarification and Attitude Transformation (VCAT) for rights based SRHR.

TERMS OF REFERENCE	
Hiring Office:	2gether 4 SRHR
Background of consultancy	<p>The 2gether 4 SRHR is a joint United Nations Regional Programme that brings together the combined efforts of UNAIDS, UNFPA, UNICEF, and WHO to improve the sexual and reproductive health and rights (SRHR) of all people in Eastern and Southern Africa. The programme is dedicated to advancing universal access to comprehensive SRHR. This encompasses nine recommended bundles of SRHR services, delivered through people-centered, gender-transformative, and life-course-based approaches that ensure no one is left behind in both development and humanitarian settings.</p> <p>One of the objectives of the programme is to provide timely and quality-assured technical assistance (TA) to continental and regional economic communities, parliamentary fora, participating United Nations agencies, and countries.</p> <p>To achieve this, the Programme developed a regional SRHR Technical Assistance Hub, which is a roster of pre-determined quality-assured technical experts, professional organizations, institutions, and partners working on SRHR in the region.</p> <p>This call is for technical experts to apply for consideration to be added to the Technical Assistance Hub to support work in the specified thematic area. Applicants will be assessed based on relevant qualifications, previous experience and examples of previous work. Once included in the roster you will have preferential access to consulting opportunities to improve the sexual and reproductive health and rights of all people in East and Southern Africa.</p> <p>Selected candidates will be contracted by one of the participating UN agencies of the 2gether 4 SRHR programme or other partners using their internal policies and procedures.</p> <p>Inclusion in the TA Hub does not constitute a contractual obligation by any participating party.</p> <p>Applications are to be submitted through the online TA Hub platform: Please share your application through the 2gether 4 SRHR Technical Assistance Hub via the on-line registration link: <a href="https://tahub.2gether4srhr.org/">https://tahub.2gether4srhr.org/</a> Upon registering you will be asked to input the title of the Call you are applying for: TAHub07 Comprehensive Integrated SRHR_Experts_FacilitatorsVCAT</p>
Purpose of consultancy:	This call seeks to identify technical experts who can be deployed to provide quality assured technical support to countries, regional organizations and institutions, to support work in thematic area specified below.

	<p><b>Key Areas of Expertise:</b></p> <p><b>IV. Facilitators on Values Clarification and Attitude Transformation (VCAT) for rights based SRHR.</b></p>
<p>Scope of work:</p> <p><i>(Description of services, activities, or outputs)</i></p>	<p>Technical experts are invited to submit applications for consideration to be included in the 2gether 4 SRHR TA Hub to provide technical assistance to countries, regional institutions and partners in the following thematic area:</p> <p><b>Facilitators for Values Clarification and Attitude Transformation (VCAT) and stigma reduction for Rights-Based SRH</b></p> <p>2gether 4 SRHR seeks highly qualified technical experts to support governments and regional partners in strengthening values-based, rights-affirming, and stigma-free delivery of comprehensive integrated SRHR services.</p> <p>VCAT and anti-stigma and discrimination (S&amp;D) interventions are critical to safeguarding quality, equity, and access within integrated SRHR programming. These specialists will support governments and partners to institutionalise rights-based, gender-transformative approaches within clinical service delivery, workforce development, and health systems reform.</p> <p>These technical experts under this category may be engaged to:</p> <ul style="list-style-type: none"> <li>● Facilitate Values Clarification and Attitude Transformation (VCAT) training of trainers workshops that build the capacity and transfer skills to stakeholders to incorporate VCAT in their work.</li> <li>● Facilitate VCAT workshops for health providers, supervisors, policy and decision makers that integrate stigma-reduction and promote rights-based approaches within in-service and pre-service SRHR curricula.</li> <li>● Support Ministries of Health to institutionalise VCAT and anti-stigma and non-discrimination approaches within national health workforce strategies.</li> <li>● Develop facilitation guides, training manuals, and job-aids addressing stigma and provider bias.</li> <li>● Facilitate high-level and politically sensitive dialogues on SRHR, including comprehensive abortion care (CAC), adolescent services, HIV, and services for marginalized populations.</li> <li>● Strengthen facility-level and system-level mechanisms to reduce stigma and discrimination within integrated PHC/UHC platforms.</li> <li>● Support monitoring and evaluation of stigma-reduction interventions.</li> <li>● Contribute to cross-agency Delivering as One initiatives on rights protection and community engagement.</li> </ul> <p>Technical Competencies required include:</p>

	<ul style="list-style-type: none"> <li>• Applied knowledge of contraception, CAC, HIV and STIs, adolescent SRHR, GBV, Maternal and Newborn Health, and key populations.</li> <li>• Familiarity with global and regional frameworks and normative guidance and their application in national laws and policies on SRHR.</li> <li>• Advanced facilitation skills with an ability to ensure a safe learning environment, ensure psychological safety, manage dialogues and conflicts that may arise on sensitive topics, address power dynamics within groups to ensure full participation by all people.</li> <li>• Transformative learning through applying participatory and experiential learning that incorporates reflective and cognitive practices and exercises that shifts internal understanding of how values and norms impact on service delivery, stigma and discrimination.</li> <li>• Able to apply evidence-based human rights, gender transformative and stigma reduction frameworks.</li> </ul>
Duration and working schedule:	Assignments will be determined based on specific technical assignments identified by the participating UN agencies, countries and other regional partners. Those specific assignments will include information on duration and working schedule.
Place where services are to be delivered:	Details will be determined based on the specific technical assignments identified by the participating UN agencies, countries and other regional partners.
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	Details will be determined based on the specific technical assignments identified by the participating UN agencies, countries and other regional partners.
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	Regular check-in meetings
Supervisory arrangements:	Technical experts will be contracted by the relevant UN agency and/or partner using their identified procurement processes.
Expected travel:	Travel will be based on the nature of the assignment the technical expert may be contracted for.
Required expertise, qualifications and competencies, including language requirements:	<p><b>Education:</b></p> <ul style="list-style-type: none"> <li>• Advanced university degree (Master's minimum) in social sciences, psychology, public health, social work, gender studies, or a related field.</li> <li>• In-service training certificates (e.g., VCAT training) from reputable institutions that demonstrate competencies related to the key areas of this call from recognised institutions will be an added advantage.</li> </ul> <p><b>Knowledge and Experience:</b></p>

	<ul style="list-style-type: none"> <li>● Minimum 7 years of progressively responsible experience facilitating workshops and transformative learning sessions on rights-based SRHR, stigma reduction, and anti-discrimination.</li> <li>● Demonstrated experience working in low- and middle-income countries, preferably in East and Southern Africa.</li> <li>● Proven experience working with Ministries of Health, national technical working groups, or multilateral agencies.</li> <li>● Advanced facilitation skills with a proven ability to ensure psychological safety, address internal biases, and manage conflict during politically and culturally sensitive dialogues (e.g., comprehensive abortion care, adolescent services).</li> <li>● Experience developing VCAT facilitation guides, training manuals, and job-aids that address provider bias.</li> <li>● Familiarity with applying evidence-based human rights and gender-transformative frameworks to clinical service delivery and health systems reform.</li> <li>● Copies of previously published work, such as high-quality technical outputs (e.g., VCAT facilitation guides, training manuals specifically addressing stigma and provider bias, transformative learning session designs, or facility-level anti-stigma job-aids).</li> </ul> <p><b>Core Knowledge Requirements</b></p> <ul style="list-style-type: none"> <li>● Comprehensive Integrated SRHR: Understanding of how these domains interact within integrated Primary Health Care (PHC) and Universal Health Coverage (UHC) systems.</li> <li>● Health Systems and Integration: Understanding of PHC and UHC frameworks, service integration approaches, and national health workforce/task-shifting systems.</li> <li>● Rights-Based and Gender-Responsive Approaches: Understanding of programming principles including gender equality, non-discrimination, stigma, and discrimination frameworks.</li> <li>● Political Sensitivity: An ability to operate in politically sensitive environments.</li> <li>● Cross-Cutting Technical Competencies: Strong analytical, communication, and stakeholder engagement skills.</li> <li>● Ethical and Professional Standards: Sensitivity to culture, ensuring confidentiality, and impartiality.</li> </ul> <p><b>Languages:</b></p> <ul style="list-style-type: none"> <li>● Fluency in one or more of the following UN languages is required: English, French, and Portuguese.</li> </ul>
<p>Inputs / services to be provided by UNFPA or implementing partner (e.g</p>	<p>Specific details will be determined based on the technical assignment for which the candidate is eligible.</p>

support services, office space, equipment), if applicable:	
Other relevant information or special conditions, if any:	<p>Specific details will be determined based on the technical assignment for which the candidate is eligible.</p> <p>To be registered for future assignments please submit your CV and cover letter, and three relevant examples of previously published work, such as high-quality technical outputs (e.g., VCAT facilitation guides, training manuals specifically addressing stigma and provider bias, transformative learning session designs, or facility-level anti-stigma job-aids). Please note that not submitting relevant samples may lead to your application being disqualified.</p> <p>Please share your application through the 2gether 4 SRHR Technical Assistance Hub via the on-line registration link: <a href="https://tahub.2gether4srhr.org/">https://tahub.2gether4srhr.org/</a> Upon registering you will be asked to input the title of the Call you are applying for: TAHub07 Comprehensive Integrated SRHR_Thematic Area/Facilitators on VCAT.</p>