



TERMS OF REFERENCE FOR CONSULTANT TO CONDUCT A BASELINE FOR THE INTERFAITH ADOLESCENTS HEALTH HUB PROJECT

1. Consultancy Purpose

Faith to Action Networks seeks to engage an individual or firm consultant to conduct a baseline assessment for the Interfaith Adolescents' Health Hub Project.

This baseline study aims to measure the state of the program indicators prior to implementation. The consultant will be required to collect the baseline data on the indicators of the programme to measure the status of the indicators before the intervention, to set performance targets and to aid in measuring change in the subsequent assessments. The baseline will be conducted in Magarini and Rabai Sub Counties in Kilifi County and Kuria East and Nyatike in Migori County

1) Project background

Faith to Action Network is implementing a three-year project “**Interfaith Adolescent Health Hub Project**” which seeks shift social norms through interfaith action to prevent teenage pregnancy amongst unmarried AGYW aged 15-24 years in Kilifi and Migori Counties by 2027

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The project will leverage the influence of **faith and cultural actors** and **interfaith collaboration** to address deeply rooted gender norms that propagate teenage pregnancy.

The project will leverage the influence of **faith leaders** and **interfaith collaboration** to address deeply rooted gender norms that impact the rights and opportunities of AGYW.

2) Who we are

Faith to Action Network mobilizes faith organizations' support for family health and wellbeing. As a global interfaith network of more than 110 Bahai, Buddhist, Christian, Confucian, Hindu and Muslim faith organisations, we focus on issues that faith actors are grappling with, including sexual and reproductive health and family planning; gender equality and women's rights; pluralism and understanding. <https://www.faithtoactionnetwork.org/>

We combine innovative, evidence- and faith-backed community-based programming with national, regional and international dialogue and advocacy to influence change at all levels. We meet international standards of quality and accountability and ensure the relevance of our interventions to the everyday lives of faith communities. We promote:

- A strong faith-based voice in policy consultations. We create opportunities to engage in policy discussions at international, regional level, national and sub-national level.
- Communication guided by respect and sensitivity that offers alternative terminology, adapted to different cultural and religious contexts, to increase faith organisations' acceptance of informed content and help faith champions reach millions.
- Needs-based capacity strengthening to support faith organizations' institutional change and action.
- Partnership building to create bridges. We broker partnerships and alliances between unlikely parties – interfaith, intra-faith, donors, governments, secular civil society organizations and private sector.
- Interfaith experience sharing, learning and exchanges among faith organizations to increase exposure to different interpretations, methodologies & approaches. We recognise that faith organisations need a joint space to discuss common values and areas of consensus.
- Research and demonstration projects that generate evidence.

3) Consultancy main tasks

Objective of the baseline assessment

The objective of this baseline will be to establish the situation of adolescent health rights and well-being indicators, norms influencing realization of unmarried adolescents' health rights and well-being and who influences such norms in Kilifi and Migori counties.

Specific Questions

1. To what extent are faith and cultural leaders open, skilled, and actively engaged in leading SRH initiatives for unmarried adolescents and young people, and how do their attitudes and practices evolve over time?
2. How willing and able are parents to initiate and sustain SRH discussions with unmarried AGYW and ABYM, and what role does faith and cultural leader support play in influencing this behaviour?
3. What is the ability of unmarried AGYW to initiate SRH conversations and ABYM's perception of shared responsibility for pregnancy prevention?
4. To what extent do faith-led SRH messages and initiatives reach individuals outside of direct congregations, and how does this influence SRH knowledge, attitudes behaviour in the community?
5. How does trust in faith and cultural spaces as sources of SRH information influence adolescents' and parents' willingness to engage in SRH dialogue and adopt preventive practices?
6. How do interfaith and intercultural approaches affect the consistency, acceptance, and impact of SRH messaging within diverse communities?

Methodology

The consultants should employ a mixed methods approach to gather and analyse data/information, in order to diversify perspectives and to promote participation of different groups of stakeholders. Final detailed survey methodology will be developed in consultation with Faith to Action Network team. This survey encompasses primary data based on the project framework and its indicators as well as secondary data. Consulting team must propose a methodology and plan for this survey which will be approved by the Faith to Action Network team.

The methods proposed to undertake this survey must be of sound technical quality, rigorous and robust and based on scientific principles, be gender transformative and should resonate well with the survey design as proposed. Faith to Action Network team in consultation with the consultant will agree on the tools and best data collection process. The consultant and Faith to Action Network will harmonize their understanding of the tools and their administration in the inception meeting before administration of the questionnaires by the survey team. Faith to action network will manage the logistical aspects of this assignment. The consultant (s) will work directly under the M&E team at Faith to Action Network managing this process

4) Consultancy deliverables

The consultant is expected to deliver:

- Inception report.
- A comprehensive desk top review of two select counties
- Approach of the study including framework for activities.
- Work plan with detailed framework of activities.
- Methodological Approach
- Analysis framework/Data treatment plan.
- Qualitative and quantitative data collection tools to be approved by Faith to Action Network team.
- Draft report responding to the objectives of the survey in a format that will be provided by Faith to Action Network.
- Final Baseline Report summarizing the main findings, conclusions, and recommendations.
- A power point slide deck summarizing the main findings, conclusions and recommendations from report presented to internal stakeholders at Faith to Action Network and participants of the study.
- Presentation of findings in a validation workshop organized by Faith to Action Network (To be conducted in each of the two counties)
- Delivery of cleaned dataset in Ms Excel and the final tools used.

Responsibilities and logistics

The Project team will ensure the overall coordination of the consultancy. The consultant will be expected to work closely with the MEL Coordinator. Logistics shall be arranged by Faith to Action Network.

5) **Confidentiality and Authorship**

Ownership and copyright of all data, drafts and final products of this contract will be the sole and exclusive property of Faith to Action Network. The consultant will submit all original documents, materials and data to Faith to Action Network. Therefore, all the outputs of this assignment will not be disseminated in part or whole without express authority from Faith to Action Network's project manager. The consultant shall not produce information in these materials in any form (electronic, hard copies, etc.) to a third party without a written permission from Faith to Action Network.

6) **Skills and qualifications of consultants**

We are looking for a consultant who has the following skills and qualifications:

The consultant/lead consultant should have the following qualifications and experience:

- Masters' degree or higher qualification from a recognized university in any of the following areas: theology, gender studies, development studies and development communication
- Excellent understanding of Adolescent health rights and well being
- Experience with behavioral science research on gender & health rights and well being
- Must have good understanding of organizational development, faith and social behavior change programs on health rights and well-being.
- Proven experience in conducting evaluations and assessments.
- Excellent report writing skills, demonstrated by a list of publish
- Excellent analytical, interpersonal, and communication skills.
- Proficiency in written and spoken English.
- Experience working in the proposed project counties.
- In-depth knowledge of the socio-cultural, economic and political context of diverse counties in Kenya.

Desired Consultant's Attributes:

- Ability to work independently and as part of a team.
- High attention to detail and accuracy.
- Professional, proactive, and results-oriented attitude.
- Respectful to colleagues and partners from a diversity of faith and culture backgrounds.
- Commitment to deadlines

7) Indicative Time Frame

The consultancy is expected to take a duration of approximately 20 working days starting September 7th, 2025.

8) Payment and Terms of Payment

Applicants are expected to submit their financial proposals, inclusive of withholding tax, for the entire exercise. All withholding tax amounts will be deducted from the total amount at source (i.e., Faith to Action Network) as per the Government of Kenya regulations. Payment will be in phases as follows:

- 30% of the contract sum will be paid upon submission of inception report.
- 70% of the contract sum will be paid upon submission and acceptance of the final report.

9) Application Procedure

Interested individual consultants or Consulting Firms are invited to submit an Expression of Interest (EOI) for delivery of the assignment. The EOI should include:

- Both technical and financial proposals
- Detailed technical proposal will include a proposed consultation and learning concept,
- The financial proposal will include detailed budget containing total costs as per man-day rates, work plan and any other logistical costs anticipated in undertaking process of the assignment.
- Clear work plan including outputs/deliverables and detailed time frames.
- Detailed CV of the consultant with full description of the profile and experience, including a list of previous projects and publications.
- A cover letter outlining the suitability of consultant for the assignment, motivation and summarizing relevant experience.
- Contact details from at least two independent referees with in-depth and proven knowledge of the applicant's expertise and relevant work experience.

Incomplete applications will not be considered.

Only shortlisted candidates will be contacted.

Faith to Action Network is an equal opportunity employer committed to cultural and religious diversity. Candidates from all sections of the community are welcome to apply. Female candidates are highly encouraged to apply.



Faith to Action Network is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all contracted consultants to share this commitment.

10) Deadline

The application in English should reach Faith to Action Network through hr@faithtoactionnetwork.org on or before 1st September, 2025