

Terms of Reference (TOR)

Consultancy for Training of Trainers (ToT) to Support Community EWEA Systems and Disaster Risk Reduction (DRR) Plans in Las'anod District, Sool Region.

1. Background

ADRA Somalia has been operating in Somalia since 1992 implementing emergency relief and development interventions in different sectors including water and sanitation, health, food security, education, economic development, and energy. Currently ADRA Somalia portfolio is in water and sanitation, education, energy and livelihoods, food security and relief interventions. Within the portfolio framework, ADRA emphasis on integration of key thematic areas such as resilience, conflict mitigation, gender mainstreaming, renewable energy approaches and capacity development in its programming.

ADRA is a member of SomRep consortium working in various districts in Somalia and Somaliland. ADRA is currently implementing Somalia Resilience Program (SomReP) with six other partner organizations with deep experience in Somalia/Somaliland to build resilient households and communities across Somaliland, Puntland, and South-Central Somalia. The Somalia Resilience Program, or SomReP, is an ambitious approach to tackle the challenge of recurrent droughts and the chronic vulnerability that affects pastoralists, agro-pastoralists, and peri-urban households in targeted districts.

The overall objective of the SomReP-RESTORE program is to build household and community resilience to drought and other related risks (including animal health and diseases, flooding, market disruptions and price fluctuations, new influxes of IDPs into communities, and climate change and environmental degradation) in Somalia.

Purpose

Somalia remains one of the most climate-vulnerable countries in the world, with recurrent droughts, flash floods, and other natural hazards that significantly disrupt livelihoods, weaken household resilience, and exacerbate humanitarian needs. Communities in Sool region are particularly affected due to fragile ecosystems, limited access to adaptive resources, and recurring shocks that perpetuate cycles of vulnerability and poverty.

Recognizing these challenges, the Inclusive Livelihoods for Vulnerable Pastoral Groups project funded by the Swedish International Development Agency (SIDA) and implemented by ADRA, is working to strengthen community resilience by promoting effective Early Warning, Early Action (EWEA) systems and Disaster Risk Reduction (DRR) mechanisms. Strengthening government institutions and their technical capacity is central to ensuring that communities receive timely, accurate, and actionable information to mitigate the impacts of climate-induced hazards.

Government institutions play a critical role in cascading DRR and EWEA strategies to the community level, supporting committees, and linking local actions with regional and national disaster management frameworks. However, there are significant capacity gaps among

government staff in terms of technical knowledge, contextualized training approaches, and tools for supporting grassroots EWEA systems.

To address this, ADRA seeks to engage a qualified consultant to deliver a Training of Trainers (ToT) program for 10 government staff drawn from the Ministry of Humanitarian Affairs and the Ministry of Environment and Climate Change. The trained government officials will subsequently be responsible for delivering EWEA/DRR training to community-level committees, thereby strengthening localized preparedness and response mechanisms. This approach ensures sustainability by creating a multiplier effect where enhanced government capacity directly empowers community committees to better anticipate, plan for, and respond to shocks.

2. Objective of the Assignment

The overall objective of this consultancy is to build the technical capacity of government staff to:

- Deliver quality EWEA/DRR training to community committees.
- Contextualize DRR and EWEA strategies to address local hazards such as drought, floods, and environmental degradation.
- Strengthen community-driven preparedness and response mechanisms to reduce the impact of recurrent climate shocks.

3. Scope of Work

The consultant will be responsible for:

1. Training Material Development

- Develop a comprehensive ToT training package contextualized to Somalia's climate hazards, with specific focus on Sool region.
- Ensure materials are practical, user-friendly, and aligned with existing national disaster management frameworks and SomRep strategies.
- Include case studies, scenarios, and tools that reflect the realities of communities in Somalia.

2. Reporting

- Submit a final training report summarizing methodologies used, key learning outcomes, participant evaluations, challenges, lessons learned, and recommendations.
- Provide final versions of all training materials for ADRA's continued use.

3. Duration and Location

- **Duration:** 5 working days
 - 2 days for preparation and reporting.
 - 3 days for training delivery.
- **Location:** Las'anod town, Sool region, Somalia.

4. Required Qualifications of the Consultant

The consultant should possess the following qualifications and competencies:

- **Education:**

- Advanced university degree (master's or higher) in Disaster Risk Management, Climate Change Adaptation, Environmental Science, Humanitarian Studies, or related disciplines.
- **Experience:**
 - Minimum of 5 years of proven experience in designing and delivering capacity-building trainings on DRR, EWEA, or climate risk management.
 - Demonstrated expertise in climate shocks, hazards, and disaster response in Somalia or the Horn of Africa region.
 - Previous experience conducting Training of Trainers (ToT) for government institutions or humanitarian actors.
 - Strong understanding of resilience programming and participatory training methodologies.
- **Skills and Competencies:**
 - Excellent facilitation and communication skills with multicultural groups.
 - Strong contextual knowledge of climate hazards and DRR practices in the Sool region.
 - Proficiency in English and Somali is required
 - Strong reporting and documentation skills.

5. Management and Coordination

- The consultant will report directly to the ADRA Project Manager in Las'anod.
- ADRA will provide logistical support, including training venue, participant mobilization, and reproduction of training materials.
- The consultant will be responsible for their own technical equipment and preparation.

8. Application Process

Interested and qualified consultants are invited to submit the following:

- CVs of the consultant highlighting relevant qualifications and experience.

Applications should be submitted to hr@adrasom.org no later than **14th of September, 2025**.