

INVITATION TO BID FOR CONSULTANCY

Save the Children International (SCI) Somalia program hereby invites interested consultants to bid for consultancy to train and strengthen the capacity of Jubbaland Ministry of Education and Higher Learning on early Childhood Education Programme under the SEPOW project in Kismayo.

1	Title of Consultancy	Consultancy to train and strengthen the capacity of Jubbaland Ministry of Education and Higher Learning key staff on early Childhood Education Programme under the SEPOW project in Kismayo so that they co-facilitate ECE facilitators and caregivers training and provide mentorship and coaching.
2	SCI Contracting Office	Save the Children Somalia Office
3	Period of Consultancy	The Assignment will be 20 days Only.
4	Consultant type required	Individual or Firm.
5	Responsibility for Logistics arrangements and Costs	Save the Children will pay the consultant fee in a lump sum and will not reimburse any incurred costs during the assignment. The consultants will cover their own Logistical arrangements and costs; including food, accommodation, and local transport, and all cost associated with the whole activities/assignment.
6	Taxation Provisions	Consultant shall be responsible for all Taxes arising from the consultancy in line with the local Tax regulations applicable at the SCI contracting office named above.
7	Travel requirements	The consultant will cover his travel costs (tickets) and arrange local travel to field sites and accommodation. He/she will be expected to provide their own laptop, and other necessary equipment that meet the quality requirements for the assignment.
8	Security requirements	If the consultant is a foreigner, he/she will comply with the standard of Save the Children Security procedures, including the completion of SCI online security training prior to travel to Somalia.
9	Qualification and Experience	<p>To qualify for this assignment, the consultant must have the following mandatory professional experience and knowledge</p> <ul style="list-style-type: none"> • Advanced university degree in one of the following fields: Early Childhood Education, Educational Leadership, curriculum development or social work • At least 3-5years of experience working in the education sector, particularly in Early Childhood Education (ECE). • Designing and delivering training for teachers, education officers, or MOE staff. • Strong knowledge and practical experience in: Early Childhood Education curriculum and pedagogy. • Strong knowledge in Child-centred and play-based learning approaches, Early literacy and numeracy development. • Proven experience in: Adult learning methodologies and participatory training approaches. • Prior experience working with: Ministries of Education or government education departments. • Understanding the key issues involved in early childhood education, gender dynamics in Somalia • Outstanding communication skills, with excellent command spoken and written English and Somali
10	Evaluation Criteria	<p>Essential Criteria:</p> <ul style="list-style-type: none"> • Valid Registration license from Ministry of Commerce-FGS • Valid Tax Compliance Certificate from Ministry of Finance-FGS with good standing of Q2 2026

Technical/Capability Evaluation): 70%

- Technical proposal on how the training of the MOE staff on early childhood education program, will be done (30%).
- Prior experience in conducting similar assignments about Early-childhood education and teachers training (15%)
- Updated Company & Individual Profiles and in line with the above-mentioned requirements including minimum of three references. (5%)
- Copies of the sample of previous relevant activities carried out (10%)
- Clear workplan stating the timelines of the assignment (10%)

Commercial Evaluation): 30%

- Detailed and reasonable financial proposal with budget breakdown. (30%).
- **Overall rating out of 100%.**

- **Background Information**

The socio-economic participation of woman in Kismayo (SEPOW) project targets ultra-poor female headed households in Kismayo, targeting 470 woman and their children, aged between 1-7 years, with skills and early-grade education respectively. The project goal is to strengthen the socio-economic participation, financial inclusion and social empowerment of woman. GIZ is the lead implementing partner supports the participants with consumption support, while ALIGHT, SCI and Jubbaland Ministry of Education, Culture and higher learning implementing the other pillars of the SEPOW project namely, financial inclusion, economic empowerment and social empowerment. The project is funded by Federal Ministry for Economic Cooperation and Development (BMZ) through GIZ.

Save the children signed an MOU with Jubbaland Ministry of Education, culture and higher learning to recruit the ECE facilitators, caregivers and ECE supervisor. Additionally, SCI works closely with the Jubbaland Ministry of Education on providing technical guidance to ensure that Early Childhood Education (ECE) activities align with the national ECE curriculum.

Somalia's journey in rebuilding its education system is a testament to the resilience and determination of its people. Emerging from decades of civil war and political instability, the country faces formidable challenges in providing quality education to its young children and youth. The prolonged conflict has left deep scars on the educational infrastructure, leading to a generation of Somalis with limited access to formal schooling. This educational gap not only affects individual life prospects but also has far-reaching implications for the nation's social and economic development.

In recent years, Somalia has made significant strides in reconstructing its education sector. The Federal Government, in collaboration with state authorities and international partners, has prioritized education as a key pillar of national reconstruction and development. The Education Sector Strategic Plan (ESSP) 2022-2026 marked a significant milestone, setting out a roadmap for expanding access to quality education across all levels. However, the challenges remain daunting:

1. **Access:** Despite improvements, enrollment rates remain low, particularly in rural and conflict-affected areas. The gross enrollment ratio for primary education stood at approximately 33.8% in 2023, with significant disparities between urban and rural areas.

1. **Quality:** The shortage of qualified teachers, inadequate learning materials, and outdated curricula impact the quality of education provided. Many schools operate without proper facilities or basic amenities.

2. **Equity:** Gender disparities in education persist, with girls often facing additional barriers to school attendance and completion. Children from nomadic communities and those with disabilities are also at a significant disadvantage.

3. **Fragmentation:** The education system lacks uniformity across different regions, with varying curricula, languages of instruction, and qualification standards.
4. **Funding:** Limited government resources and reliance on donor funding create challenges for sustainable education planning and implementation.

In the wake of prolonged conflict and instability, Somalia's education system stands at a critical juncture. As the nation strives to rebuild and strengthen its social fabric, the role of education, particularly Early Childhood Education (ECE), has emerged as a cornerstone for sustainable development and societal progress. Save the Children International (SCI) Somalia, in close coordination with the Ministry of Education, recognizes the transformative potential of early learning experiences and is committed to understanding and maximizing their impact

The landscape of Early Childhood Education in Somalia is diverse and evolving. Traditionally, early childhood care was primarily family and community-based, with formal preschool education limited to urban and rural areas and often accessible only to more affluent families. However, the past years (about 5 years) have seen a growing awareness of the importance of structured early learning experiences.

Several factors have contributed to the increased focus on ECE:

1. **Global influence:** International development goals, including the Sustainable Development Goals (SDGs), have highlighted the importance of early childhood development, influencing national priorities.
2. **Research evidence:** Growing global evidence on the long-term benefits of ECE has sparked interest among Somali policymakers and educators.
3. **Peacebuilding efforts:** ECE is increasingly recognized as a tool for promoting social cohesion and peace by bringing together children from different backgrounds at an early age.
4. **Economic considerations:** The potential long-term economic benefits of investing in early education have attracted attention from both government and international donors.

Recently, the importance of Early Childhood Education has gained increasing recognition among policymakers and educators. ECE is seen not just as a foundation for later learning, but as a potential equalizer, providing disadvantaged children with early opportunities to develop crucial cognitive, social, and emotional skills.

Despite this growing recognition, ECE provision in Somalia remains limited and uneven. Challenges include:

1. **Limited coverage:** ECE programs reach only a small fraction of Somali children, with significant urban-rural disparities.
2. **Lack of standardization:** There is no unified national curriculum for ECE, leading to variations in quality and content across providers.
3. **Workforce issues:** The shortage of trained ECE teachers and caregivers impacts the quality of programs.
4. **Resource constraints:** Many ECE centers lack appropriate learning materials and child-friendly environments.
5. **Cultural barriers:** In some communities, there is limited awareness of the importance of early learning, with a preference for keeping young children at home.

6. The capacity of MoECHE to manage and coordinate ECE subsector in terms of competencies is a challenge and needs more investment to finalize on the institutional structures and ensure a functional unit capable of managing and regulating the ECE subsector.

7. ECE subsector remains fragmented with Quranic schools still handled outside the MoECHE. One of the challenges related to fragmentation is inability to collect relevant data to inform planning and policy development. There is the need to consolidate the ECE subsector and ensure education is controlled centrally by MoECHE. This will ensure uniformity in terms of quality of ECE centers operating in the country.

8. Teacher training for ECE teachers is non-existent. In addition, there are no national programs for in-service training of those already teaching in the country. There are no materials or modules to train the teachers or the caregivers.

Through funding from BMZ, s SEPOW project which directly targets 470 women and their children, aged between 1-7 years, with skills and early-grade education runs 5 ECE learning centers in Kismayo.

The consultancy is expected to train 10 MOE staff in the department of teacher's professional development, Curriculum supervision and ECE practitioners.

Consultancy objective

The objective of the assignment is to:

- Build the capacity of MOE staff on child-centred pedagogy, enabling them to apply interactive, play-based, and inclusive teaching approaches that support holistic child development.
- Enhance the knowledge and skills of MOE staff in child assessment methods, including the use of developmentally appropriate tools to monitor children's learning progress, identify learning needs, and support early interventions.
- Strengthen the competencies in ECE centre management, including planning, supervision, learning environment improvement, record keeping, and effective coordination of ECE programs.

By the end of the training, 10 Jubbaland MoE staff will demonstrate increased competency in ECE child-centred pedagogy, child assessment, and ECE centre management, as measured by pre/post knowledge assessments."

- **Scope of Work**

The scope of work of the consultant is: -

- Review existing ECE policies, guidelines, and training materials to ensure alignment with national priorities.
- Design and develop comprehensive training modules, manuals, and facilitation guides covering: Child-centred and play-based pedagogy, Child assessment and monitoring tools and ECE centre management and administration in both English and Somali language
- Facilitate participatory training workshops for MOE staff, ECE supervisors, and practitioners.
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- Document training outcomes, key lessons learned, and recommendations.
- Prepare and submit training reports, including evaluation results and suggestions for strengthening ECE programs.
- Measure training impact using pre and post-test participant feedback.
- Conduct training need assessment to ascertain additional areas the ministry requires capacity strengthening.
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- **Methodology**

The consultant will apply a participatory, practical, and results-oriented approach to ensure effective capacity building for Ministry of Education staff on Early Childhood Education (ECE). The methodology will combine training modules development, interactive learning/workshop and practical exposure through study tours.

- **Deliverables**

The consultant will be responsible for delivering the following outputs:

1. **Inception Report and need assessment:** - Desk review of existing ECE policies and materials; engagement with MoE counterparts and SCI SEPOW staff; confirmation of training needs and participant profile.
2. **Training modules and manuals Development:** Design the modules and manuals with the ministry input, conduct pre-test with a sample of group before delivery and the training module and manual should cover areas such as Child-centred and play-based pedagogy, Child assessment and monitoring tools, ECE centre management and administration.
3. **Training Delivery:** Detailed work plan, methodology, and timeline for the consultancy. In the methodology the consultancy should clearly state its facilitation approach.
4. **Study tours:** Proposal of site, development of structured observation tool and reflection sessions.
5. **Reporting and follow up:** documentation, lessons learned, recommendations for institutionalizing MoE capacity, lessons learned, recommendations and how to ensure that its adapted.

Reporting and coordination: The consultants will report directly to the ECE project manager and will be required to maintain regular communication and provide updates on the progress made.

Data management and confidentiality:

The consultant shall treat all information obtained during the assignment (including MoE staff personal data, attendance records, assessment scores, and organizational information) as confidential. All data shall be handled in accordance with SCI's Data Protection Policy and shall not be shared with third parties without prior written consent from SC

- **TIME FRAME**

The assignment is expected to be completed within **20 working days** from contract signing. A detailed work plan with milestones will be finalized in consultation with the Jubbaland Ministry of Education and the SEPOW project staff.

TERMS AND CONDITIONS

- **Consultancy fee:** The consultant will come up with his/her own rate which will be subject to negotiation within the bounds of donor requirements and set standards of SC in Somalia. The consultant is expected to estimate all relevant costs for the exercise while undertaking activities related to this assignment.

CODE OF CONDUCT

Save the Children's work is based on deeply held values and principles of child safeguarding, and it is essential that our commitment to children's rights and humanitarian principles is supported and demonstrated by all members of staff and other people working for and with Save the Children. Save the Children's Code of Conduct sets out the standards which all staff members must adhere to, and the consultant is bound to sign and abide by the Save the Children's Code of Conduct.

A contract will be signed by the consultant before commencement of the action. The contract will detail terms and conditions of service, and aspects on input and deliverables. The Consultant will be expected to treat as private and confidential any information disclosed to her/him or with which she/he may come into contact during her/his service. The Consultant will not therefore disclose the same or thereof to any third party or publish it in any paper without the prior written consent of Save the Children. Any sensitive information (particularly concerning individual children) should be treated as confidential.

An agreement with a consultant will be rendered void if Save the Children discovers any corrupt activities have taken place either during the sourcing, preparation, and implementation of the consultancy agreement.

Copyright and intellectual property:

In consideration of the fees paid, the consultant expressly assigns Save the Children any copyright arising from the work the consultant produces while executing this contract. All information collected, the consultant will not use, reproduce, or otherwise disseminate or authorize others to use, reproduce or disseminate such works without prior consent from Save the Children International Somalia.

ETHICS AND CHILD SAFEGUARDING

Consultants will collect children's information in an ethical manner making sure children and project beneficiaries include best practices for collecting information, using a non-judgmental tone, obtaining informed consent, participant privacy and confidentiality, and data security measures. The Consultant will focus on the ethical aspects of data collection and how to ensure the dignity and psychological safety of the children with disabilities, including gender sensitive, child-friendly and inclusive methods. A contract will be signed by the consultant before the commencement of the action. The contract will detail terms and conditions of service, aspects of input, and deliverables.

Application Procedure and Requirement

Interested candidates in this position are expected to provide the following documentation:

- A technical proposal with a detailed response to the TOR, with a specific focus on the scope of work, methodology, and timelines, and how the participation of the parents of the children with disabilities in the assignment will be ensured.
- Detail work plan with timelines to be shared.
- Firm/company profile on handling the related assignment if the consultant is firm.
- Personal CVs for individual consultants highlighting qualifications and experience.
- Contact details of referees which shall be organizations for whom you have conducted for similar assignments.
- Financial proposal indicating consultancy fee, the cost of the learning tour and other costs related to the assignment
- Contracts or reports of at least two previously conducted similar assignments.

Supplier Sustainability Policy and the included mandatory policies: [Click Here to Access](#)

HOW TO APPLY:

Applications can be submitted by either:

Electronic Submission via ProSave (Recommended)

- Submit your response in accordance with the guidance provided in the below document:



Bidding on a
Sourcing Event.pptx

- Bidders are encouraged to apply via Ariba system. Please request the Ariba link via email sending your company profile and Business registration certificate/CV. Please address your request to apply via ProSave to css.logistics@savethechildren.org

Electronic Submission via Protected Email box (Optional)

- Email should be addressed to southcentral.supplychain@savethechildren.org
- Note – this is a sealed tender box which will not be opened until the tender has closed. Therefore, do not send tender related questions to this email address as they will not be answered.

The subject of the email should be “Consultancy to train and strengthen the capacity of Jubbaland Ministry of Education and Higher Learning key staff on early Childhood Education under the SEPOW project in Kismayo so that they co-facilitate ECE facilitators and caregivers training and provide mentorship and coaching.”.

- – ‘Bidder Name’, ‘Date’.
- All attached documents should be clearly labelled so it is clear to understand what each file relates to.
- Emails should not exceed 15mb – if the file sizes are large, please split the submission into two emails.

Do not copy other SCI email addresses into the email when you submit it as this will invalidate your bid.

- **Your bid must be received, no later than 27th June 2026**
- **Application Submission address:** indicating “” as the subject.
- Bids must remain valid and open for consideration for a period of no less than **3 weeks**