



FINCA®
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We are **HIRING!**

Gender-Sensitive Youth Leadership
Training Facilitator (Consultant)



Location: Uganda and Tanzania
(with travel between
both countries, as required)

Year 1 of the project
(with potential follow-up engagement)



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Key Responsibilities

• Cultural & Contextual Adaptation

- o Conduct a mapping and review of existing youth leadership development resources in both countries.
- o Adapt content to reflect local realities, cultural norms, and workplace contexts, ensuring it resonates with staff from diverse backgrounds.
- o Integrate real-world case studies, success stories, and examples from Uganda, Tanzania, or other similar contexts.

• Curriculum Design & Development

- o Develop a structured Youth Leadership Train of Trainer (ToT) curriculum incorporating cultural inclusivity and gender equity principles.
- o Produce facilitator guides, participant materials, and supporting resources tailored for multicultural audiences.

• Inclusive Training Delivery

- o Deliver the Youth Leadership ToT program to selected staff (e.g., training managers, HR managers, aspiring facilitators) using interactive, experiential, and culturally responsive learning techniques.

• Capacity Building & Mentorship

- o Equip participants to deliver the Youth Leadership Program annually within their subsidiaries.
- o Mentor and coach trainers to address cultural nuances in leadership development.

Required Qualifications

• Education

- o Master's degree (preferred) or Bachelor's degree in Organizational Development, Education, Intercultural Studies, Leadership, Human Resources, Social Sciences, or related fields.

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o Certification in facilitation, intercultural communication, or coaching is an advantage.

- **Experience**

- o Minimum of 5 years of experience designing and delivering leadership programs.
- o Proven track record in gender-sensitive and culturally adaptive training.
- o Demonstrated expertise in Training of Trainers (ToT) approaches
- o Experience working in or with organizations in developing countries is an advantage.

- **Skills & Competencies**

- o Strong intercultural communication and facilitation skills.
- o Deep understanding of the intersection of culture, gender, and leadership.
- o Ability to adapt language, examples, and activities for different cultural learning styles.
- o Proficiency with both in-person and virtual facilitation tools.

Deliverables

1. Pre Training Leadership Assessment & Resource Mapping Report.
2. Youth Leadership ToT Program including Facilitator Resources, Curriculum Materials, Interactive Tools, Monitoring & Evaluation Tools, Resource Library etc.
3. Facilitation of Initial ToT Training in Uganda and Tanzania.
4. Post-Training Evaluation & Recommendations for culturally responsive delivery in future years.



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