



TERMS OF REFERENCE (TOR) FOR EXPERT VALIDATION AND REFINEMENT OF TRANSLATED MATERIALS IN 7 LOCAL LANGUAGES (ATESO, LEB-LANGO, LUSOGA, LUGANDA, RUNYANKORE-RUKIGA, RUNYORO AND SWAHILI)

1. Background

About REAL Fathers

The Responsible, Engaged, and Loving Fathers (REAL Fathers) is an evidence-based, community-led mentoring intervention model designed to reduce intimate partner violence (IPV) and violence against children, while enhancing early childhood development and learning through play. The program specifically targets first time young fathers aged 18–25 with children aged 0–3 years, and, on a case-by-case basis, addresses the needs of younger fathers aged 16-17. Young fathers in this age group are at a pivotal stage of life, transitioning into new responsibilities. This makes them particularly open to adopting positive changes and new ways of life, which facilitates their transformation into REAL Fathers. Engaging these fathers meaningfully helps break the intergenerational cycle of violence and establishes a solid foundation for early childhood development and thriving family environments. IIDC is leading a consortium of partners to implement the REAL Fathers program in six cultural communities i.e. Ankole, Buganda, Bunyoro, Busoga, Lango and Teso. IIDC and the implementing partners are committed to ensuring effective delivery of the mentorship process by ensuring that program mentorship materials are not only linguistically appropriate but also culturally relevant to the target communities. To achieve this goal, IIDC seeks to engage **local** experts in the **seven local languages above** to pretest the translated materials with the relevant language speakers on the ground, collect feedback and refine the mentorship materials to align with the actual dialect spoken on the ground.

2. Objectives

The primary objectives of this assignment are to:

- Assess the clarity, usability, and cultural relevance of the mentorship materials in local languages.
- Gather input from selected mentors, ToTs, **local language boards**, young fathers and community members regarding their experiences with the mentorship materials.
- Validate the inputs with the local language boards.
- Present written recommendations for refining the mentorship materials based on the feedback collected.



- Refine the mentorship materials based on the feedback collected and submit soft copy versions to IIDC

3. Scope of Work

The regional language resource persons will undertake the following activities:

1. Review the mentorship materials to understand their content, purpose, and intended audience.
2. Conduct focus group discussions and individual interviews with selected mentors, ToTs, local language board members, young fathers and community members.
3. Gather feedback on usability, clarity, and cultural relevance from local language boards.
4. Analyse the collected feedback to identify common themes, challenges, and suggestions for improvement.
5. Prepare a comprehensive report summarizing findings and providing specific, actionable recommendations for refining the mentorship materials.
6. Refine the mentorship materials based on the feedback collected and submit a soft copy to IIDC.

4. Deliverables

The resource persons are expected to deliver the following:

1. Participation in an inception meeting with the IIDC team.
2. A comprehensive report that includes:
 - Summary of feedback from mentors, ToTs, local language board members, young fathers and community members.
 - Analysis of usability and cultural relevance of the mentorship materials with input from local language boards.
 - Written recommendations for material refinement.
3. Submission of refined versions of the mentorship materials in local languages

5. Duration and Timeline

The assignment will last for **two weeks** for each language expert, commencing on 18th November 2024 and concluding on 2nd December 2024. The timeline includes:



- **Week 1:** Familiarization with materials, feedback collection, data analysis, validation, report writing.
- **Week 2:** Refinement and submission of the final versions of the translated mentorship materials

6. Qualifications

Ideal candidates should possess the following qualifications:

- Degree in Arts (Social Work and Social Administration, Social Anthropology, Local Languages or Communication Studies)
- **Fluency in any of the spoken local languages in the 6 regions.**
- **Strong understanding of local culture and context of the region where the language is spoken.**
- **Experience in qualitative research methods**, including focus groups and interviews.
- **Excellent analytical and report-writing skills.**
- Previous experience in educational materials development or mentoring programs is highly advantageous.

7. Application Process

Interested candidates are encouraged to submit their CVs along with a cover letter detailing their relevant experience, proposed approach, and financial proposal for the assignment. The cover letter should explicitly state the language of expertise the applicant intends to manage. Applications must be sent to tenders@iidcug.org by **11th November 2024**. Materials for translation can be accessed through the following link: <https://iidcug.org/wp-content/uploads/2024/10/REAL-Fathers-Materials.zip> .

NB: IIDC reserves the right not to wait until the end of the deadline to decide on the suitable candidates to take on the assignment. IIDC does not solicit funds in the process of any recruitment of consultants. IIDC, is not obliged to provide feedback in case you are not successful. IIDC does not work with persons with a record of abusing children, youth or adults at risk.