

Terms of Reference for Consultancy

Documentation of Most Significant Change Stories: REAL Fathers Project

About IIDC

Impact and Innovations Development Centre (IIDC) is a not-for-profit regional Technical Assistant (TA) and Learning partner organization that collaborates with development agencies in the public and private sectors to promote impactful and innovative programming. IIDC works to build capacities, facilitate learning, and enhance the effectiveness of development programming in Africa to achieve sustainable and equitable development outcomes for all. Our focus includes technical assistance in intervention design and management, measurement and evidence, adaptation and scale-up of interventions, learning and knowledge management, and safeguarding in project implementation. For more information about IIDC, please visit www.iidug.org.

About REAL Fathers

The Responsible, Engaged, and Loving (REAL Fathers) initiative is an evidence-based, community-led mentoring program designed to support first-time young fathers aged 18–25 with children aged 0–3 years. This scale up phase of REAL Fathers is funded by the LEGO Foundation. This stage of life is particularly pivotal for young fathers as they navigate new parenting responsibilities, making them open to adopting positive changes and new approaches to family life. The program facilitates their transformation into responsible, engaged, and loving fathers.

The objectives of the REAL Fathers intervention include:

- Eliminate intimate partner violence (IPV) between young fathers and their spouses.
- Promote positive parenting behaviors and practices.
- Improve early childhood development (ECD) through skills and practices in child learning and play.
- Foster healthy, gender-equitable relationships.

Implemented across 6 subregions of Uganda (Buganda, Bunyoro, Busoga, Ankole, Teso, and Lango), the REAL Fathers project spans four years (2024–2027). As the project enters its second year, IIDC seeks to document the outcomes of the intervention by engaging a consultant to carry out the documentation of Most Significant Change

(MSC) stories, which will be an integral part of the monitoring and evaluation process. This call for proposals is exclusively for individual consultants.

Scope of the Consultancy

The primary objective of this consultancy is to lead the systematic documentation of production of a high-quality, evidence-based report capturing Most Significant Change (MSC) stories from the REAL Fathers project. These stories must powerfully illustrate the most profound and transformational changes experienced by project participants, their families and communities as a direct result of the intervention.

The documentation will focus on four critical outcome domains:

1. Strengthened young father-spouse relationships – Demonstrating reductions in intimate partner violence (IPV), improved communication, and increased emotional and financial support within families.
2. Enhanced father-child relationships and early childhood development (ECD) – Showcasing how young fathers are actively engaging in stimulation, responsive caregiving, and early learning through play practices to improve their children's well-being.
3. Shifts in young fathers' perceived roles and status within the community – Highlighting increased involvement in childcare and household responsibilities, and how this contributes to a more equitable and supportive family environment.
4. Transformation of community systems and structures – Documenting shifts in social norms, support networks, and institutional responses that reinforce positive fatherhood and gender-equitable parenting practices.

Methodology and Process

The consultant must adhere to globally recognized human subject research ethics and safeguarding standards to ensure that all stories are collected with informed consent, confidentiality, and respect for the dignity of participants. The documentation process must be rigorous, transparent, and participatory, ensuring that the most compelling and representative stories are captured.

The systematic approach should include:

- Story Identification – Engaging deeply with project beneficiaries, mentors, ToTs and key community actors to identify MSC stories that best reflect the program's impact.

- Story Collection – Conducting structured in-depth interviews and focus group discussions using participatory storytelling techniques.
- Story Collation and Thematic Analysis – Categorizing and synthesizing narratives based on emerging themes and their alignment with REAL Fathers' intended outcomes.
- Story Reporting and Dissemination – Developing a well-structured, compelling, and evidence-rich MSC report, photos and videos that includes qualitative insights, direct quotes, and case studies to illustrate project impact.

Geographical Scope and Target

The consultant will be required to document at least five (5) high-quality MSC stories from each of the six (6) subregions where the REAL Fathers project is implemented, resulting in a total of 30 MSC stories annually. These stories must authentically capture the lived experiences, challenges, and transformation of young fathers, their families and communities across diverse cultural and social contexts.

Qualifications of the Consultant

The ideal consultant will meet the following criteria:

- Be a URA registered independent consultant with a valid Tax Identification Number (TIN) in Uganda.
- Possess at least 7 years of demonstrated experience in conducting and documenting qualitative interviews, with a strong portfolio of work related to development programs, behaviour change interventions, and community-based initiatives in Uganda.
- Have proven expertise in qualitative research methodologies, participatory storytelling techniques, outcome harvesting, and high-quality report writing.
- Show proficiency in at least one of the local languages spoken by project participants across the six subregions: Ateso, Lango, Runyoro, Lusoga, Luganda, Runyankole-Rukiga, or Swahili.
- Demonstrate strong ethical integrity and adherence to safeguarding principles, including experience in obtaining informed consent, handling sensitive stories responsibly, and ensuring participant confidentiality.
- Have exceptional interpersonal and communication skills to engage effectively with diverse project beneficiaries, including young fathers, spouses, community members, and project stakeholders, as well as research partners at IIDC and UC San Diego.
- Be highly adaptable and able to work in rural community settings, ensuring cultural sensitivity and a deep understanding of gender dynamics in Uganda.

- Have excellent analytical and storytelling abilities to craft compelling, data-driven narratives that accurately capture transformational change.

Submission of Proposals

Interested consultants should submit the following documents in response to this call:

1. A Cover Letter – Clearly expressing interest in the assignment, relevant experience, and suitability for the role.
2. Technical Proposal – Outlining the approach and methodology for MSC story documentation.
3. Financial Proposal – Indicating professional fees and any anticipated costs related to the MSC story documentation.
4. Updated CV – Highlighting relevant experience, expertise, and past work in MSC documentation, qualitative research, and storytelling.
5. Evidence of Previous Work – At least three samples of qualitative research outputs, with strong preference for MSC documentation.
6. References – Contact details of at least three (3) reputable organizations that have engaged the consultant in similar assignments.
7. Valid Identification Documents – Valid Tax Identification Number (TIN) registration.
8. A signed statement affirming commitment to safeguarding, ethical research practices, and obtaining informed consent from participants.

All submissions should be uploaded via <https://forms.gle/jwsdYSanKRL6LRbL9> by 4th April 2025

Safeguarding Commitment

I IDC is fully committed to safeguarding the rights and well-being of children, young people, and vulnerable adults. The consultant is required to adhere to the I IDC safeguarding policy to ensure the dignity, safety, and privacy of all individuals involved in the documentation process. Consultants must demonstrate a clear understanding of safeguarding principles and commit to implementing these practices throughout the assignment. This includes ensuring that no harm comes to participants during data collection and that all personal data is handled with confidentiality and respect.



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Disclaimer

- By submitting a proposal, the consultant grants permission for IIDC to use the documents to identify a suitable candidate for the assignment.
- IIDC reserves the right to select a consultant before the deadline if a suitable candidate is identified.
- IIDC is not obligated to provide feedback to unsuccessful bidders.