



## CALL FOR APPLICATION

Position	Baseline, Mapping and Needs Assessment Consultant
Project	YOUNG-Cameroon Youth Organisations' Upraised Network for Growth and Peace in Cameroon Project
Duration	2 Months

### Position Summary

Local Youth Corner Cameroon (LOYOC) is seeking a consultant to conduct a needs assessment, mapping and baseline survey in Cameroon on a project aimed at supporting youth-led civil society initiatives for peace and social cohesion across the different regions in Cameroon. This project seeks to strengthen local youth organizations' engagement as actors of governance and social cohesion in Cameroon and to strengthen their participation and leadership in policy dialogue. The baseline assessment will inform the project results framework's baseline figures while the needs assessment will map youth-led CSOs working on peacebuilding related activities and their needs. This project is done in Collaboration with Search for Common Ground and funded by the European Union.

### 1.Context

#### About Local Youth Corner Cameroon

LOYOC is a leading youth-led, non-profit, and non-governmental organization aimed at responding to the increasing socio-political and economic challenges facing young people such as; unemployment, bad governance, gender-based violence, and lack of quality education, poverty, corruption, poor social justice system, and exclusion in the decision-making processes which serves as push and pull factors to youth radicalization, involvement in crime, violence and in conflict with the law.

With a head office in Yaoundé, LOYOC currently runs four (4) field offices with focus on promoting the empowerment of young people aged 15 to 35 (males and females) in the domain of sustainable development, peacebuilding, and countering violent extremism and humanitarian response.



LOYOC is recruiting for a consultant/team of consultant(s) to conduct a Baseline and Needs Assessment and measure key project indicators in Cameroon.

## 2. The Project

Local Youth Corner (LOYOC) in collaboration with Search for Common Ground is implementing a project aimed at strengthening local youth organisations' engagement as actors of governance and social cohesion in Cameroon, and to strengthen their participation and leadership in policy dialogue. The overall goal of the project is supported by three specific objectives and four expected results which will guide the project's activities:

**Specific Objective 1:** To put in place tools and mechanisms to strengthen the knowledge, capacities, and leadership of youth-led organisations and young people in the different regions of Cameroon on the topics of peacebuilding, social cohesion, and conflict prevention.

- **Expected Result 1.1:** Capacities of youth organisations working on peace and security are improved.
- **Expected Result 1.2:** Improved partners' operational capacities on budgeting, project management, monitoring and evaluation, or fundraising, or identified needs, towards effective peacebuilding and social cohesion.
- **Expected Result 1.3:** Youth organisations have improved their knowledge on the Common Ground Approach (CGA) and the Common Ground Approach to Advocacy (CGA2A).
- **Expected Result 1.4:** collaboration between young people and representatives of the National Technical Secretariat on YPS is enhanced.

**Specific Objective 2:** To create conditions for better understanding, collaboration, and networking among youth-led organisations and young people on governance issues, especially peacebuilding and conflict prevention.

- **Expected Result 2.1:** A legally-recognised nationwide YPS coalition is created
- **Expected Result 2.2:** Collaboration is enhanced within a wide variety of youth groups (including young women, disabled and displaced youth, and youth from different linguistic, ethnic, and socioeconomic backgrounds).



**Objective 3:** To support joint youth-led advocacy initiatives on the Youth, Peace and Security agenda in Cameroon.

**Expected Result 3.1:** A National YPS Strategy/Plan is developed through a collaborative YPS coalition.

Through a gradual, inclusive, and multi-stakeholder approach, we seek to create a foundation of local ownership, networks, and capacities to enable youth-led civil society to organise and mobilise for peace and social cohesion throughout the project and in the long-term. The project engages most of the specific sectors and themes listed in the call, including conflict prevention and peacebuilding; YPS; youth participation, leadership and collaboration; civil society strengthening; and gender equality.

**Theory of change:** IF youth-led peacebuilding organisations in Cameroon have increased capacities and platforms to operate, collaborate, and advocate effectively and in a non-adversarial manner, and IF they leverage these skills and platforms to design and implement their own initiatives that promote greater support for the YPS agenda and transform stakeholders' perceptions of youth's role in Cameroon, THEN young people will play a greater role in advancing social cohesion, peace, and security in Cameroon BECAUSE a strengthened coalition of well-equipped, well-coordinated, and diverse youth-led organisations will operate as a credible actor to advance young people's leadership and inclusion. The action will contribute to the overall impact of a consolidated, well-resourced, and effective network of diverse youth-led organisations working on peace and security in Cameroon with the capacities to advance the specific priorities of the country's young people.

The study is to be done in two phases and the objectives are highlighted below:

**Baseline assessment:**

- Collect baseline values for key indicators
- Document lessons learnt and draw recommendations for improved programming



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## Mapping and Needs Assessment

- Map out existing Youth Led Organizations (YLO) working on peace and security
- Identify the needs, limitations, and challenges faced by youth-led peacebuilding organisations, young women-led organizations working on peace and security
- Highlight opportunities to advance youth participation in peacebuilding across the 10 regions of Cameroon.

Findings from the assessment will inform LOYOC's selection of 50 participating youth organisations from across the 10 regions that will make up the initial core of the YPS coalition, with the understanding that the coalition will be able to expand organically beyond the life of the project.

The consultant/team of consultants' research proposals should include a plan to analyze the current context across gender and age demographics. Candidates' teams should have experience in gathering evidence to inform the connection between planned programming, the context, and the expected changes from planned programming. The candidates' team should also have experience transferring research skills to local partners.

## Keys questions of the Study

### Baseline Assessment

- What are the baseline values of the project indicators?

### Project Indicators to Measure

S/No	Category of Indicators	Indicator Name
1	Impact indicator 1	% increase in participating youth CSOs who believe they can make a positive difference in their community after engaging in the coalition.
2	Impact indicator 2	% of participating youth CSO members who



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		report that they play a bigger role in formal and/or informal peacebuilding processes in Cameroon since engaging with the National YPS Coalition
3	Outcome Indicator 2.4	% increase in the proportion of sample surveyed community members who rank young people's contributions to peace as "significant" or "very significant"
4	Outcome Indicator 1.3	% of young women in the coalition who report that they have the networks and relationships necessary to advance their interests as young women within the network and the YPS space more broadly
5	Outcome Indicator 2.1	% of target youth-led CSOs who report high levels of cohesion among the coalition for achieving shared YPS goals in Cameroon

## Mapping and Needs Assessment of Youth Led Organizations (YLO)

### Mapping out YLOs

- How are youth organized and led, both formally and informally into YLO?
- What are the different youth organizations working on peace building in the 10 regions in Cameroon? What are their strategic objectives and areas of intervention?
- Who are the different government stakeholders who can impact the existence and functioning of youth organizations within the 10 regions? How are they a catalyst for the growth of youth organizations
- What are the current and past local and national actions to advance youth participation in peace and security in Cameroon?
- Who are the relevant national, regional, and local-level government actors who have an impact on the work of youth-led peace-building organizations in Cameroon? What are their roles in the success and failures of these organizations. How can they contribute to improving the capacity of youth-led organizations in responding to peace building challenges in Cameroon?



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## Needs Assessment of YLOs

- What are their actual capacities in responding to peace and security in Cameroon?
- What are their strengths, weaknesses, opportunities, and threats are they faced with? What area of the organizations needs to be strengthened
- What are their needs for a better operationalization?
- How are young women, young men, and gender non-conforming persons involved in YLO are affected by the meanings and power attached to their gender and to other identities?
- How do cultural norms and beliefs, and laws, policies, customs and institutional practices influence these meanings and power?
- Assess the current capacity of youth/YLO to engage in YPS
- Assess areas for support, barriers and enablers for youth engagement with YPS and decision making and how existing initiatives can be scaled up or broadened to increase inclusivity and impact, with a specific focus on the impact of gender affecting the ability of young women to engage in this work

## Geographical Locations

This study will be conducted across the ten (10) regions of Cameroon, Specific communities and stakeholders of interest as relevant to the area and theme of study are to be recommended by the Consultant, and jointly agreed on.

## Methodology and Data Collection Tools

Proposals should outline the research approach and methods for data collection to be used, including a justification for these methods related to the research questions. The applications submitted must clearly explain why the proposed methodology is the most appropriate to achieve the study objectives; they must also clarify the different tools that will be used and how each of these tools contributes to meeting the established lines of inquiry. Proposals should also include the sampling strategy and approach to analysis. In addition, Do No Harm strategies, and strategies for conflict-sensitive youth inclusion should clearly be stated. Furthermore, the proposal should clearly state how the study would be conducted with youth organisations, such that it provides an opportunity for research skills transfer to these youth organisations.



## Key Deliverables

- An inception report detailing the methodology, data collection tools and timeline;
- Training of data collectors or set-up of systems for data collection;
- Supervision and participation in data collection;
- Oversight of data coding and analysis;
- All original data submitted to Search and LOYOC;
- A draft evaluation report in English and French, for review by LOYOC and Search;
- A Final report in English and French while also ensuring that the PowerPoint presentation of the key results of the study is in English and French to enable proper use since the project targets both English and French speakers;
- A final report in English and French (30 pages max in length, excluding appendices) consistent with LOYOC branding and standards for evaluation.

## The Report

- The report will be submitted using a template proposed by LOYOC and Search unless otherwise agreed in the contract
- Provides a clear connection between the conflict or context assessment and the intended results, articulate the project's ToC, and include other relevant project specifics
- Fully explains the objectives and research questions of the study, limitations and methods chosen for analysis,
- Findings respect LOYOC and Search's evaluation standards, are structured around the main objectives of the study, and are presented in relation to the intended target groups. The findings should speak to the link between the project, its Theory of Change and its contribution to our strategy. It should explain adaptations that occurred during the project and their impact on results.



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- Recommendations should have a clear audience and be specific, accessible, and actionable.
- Indicator table showing all indicators
- Appendices should include detailed research instruments, a list of interviewees, terms of references and evaluator(s) brief biography.

### **Logistical Support**

- Consultant(s) will be responsible for organizing their own logistics for data collection (vehicles, fuel, and drivers), and this must be budgeted into the study.
- At least one LOYOC staff member may be available to support data collection and logistics.

In addition, LOYOC will share the following elements with the external consultant(s):

Background materials including the project proposal and log frame, M&E plan, and other documents as needed and available

### **Time frame**

This baseline assessment is expected to be implemented from April - May 2023

### **Budget and Terms of Engagement**

- All production costs incurred will be covered from the consultancy fee.
- 5% withholding tax will be deducted at source from the total cost of the consultancy fee for a firm.

### **Data Quality Assurance and Management**

All studies will be reviewed and approved by our office prior to acceptance of the final product. The inception report detailing the proposed method, study matrix, and work plan is to be approved by the LOYOC team before starting data collection. In addition, draft reports will be reviewed and feedback incorporated before finalization and sign off. All data and materials collected in the course of this study are to be safely stored and handed over to LOYOC at the end of the study. Submitted proposals should include plans for how the study will manage data throughout the study to ensure data quality.

**The consultant is required to respect the following Ethical Principles:**





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- Comprehensive and systematic inquiry: The consultant should make the most of the existing information and full range of stakeholders available at the time of the review. Consultant should conduct systematic, data-based inquiries. He or she should communicate his or her methods and approaches accurately and in sufficient detail to allow others to understand, interpret and critique his or her work. He or she should make clear the limitations of the review and its results.
- Competence: Consultant should possess the abilities and skills and experience appropriate to undertake the tasks proposed and should practice within the limits of his or her professional training and competence.
- Honesty and integrity: Consultant should be transparent with the contractor/constituent about: any conflict of interest, any change made in the negotiated project plan and the reasons why those changes were made, any risk that certain procedures or activities produce misleading review information.
- Respect for people: Consultant respect the security, dignity and self-worth of respondents, program participants. Consultant has the responsibility to be sensitive to and respect differences amongst participants in culture, religion, gender, disability, age and ethnicity.
- In addition, the consultant will respect LOYOC and Search's evaluations standards, to be found in Search's evaluation guidelines:

<https://www.sfcg.org/wp-content/uploads/2014/07/SFCG-External-Evaluation-Guidelines-FINAL.pdf>

### Required Profile

- Proficiency in English and French (written and spoken);
- More than 5 years of experience in project evaluation, including collecting data in interviews, surveys and focus groups;
- Experience in conflict analysis and working with civil society sectors;
- Experience working with international organizations;
- Experience conducting quantitative surveys and analysis;
- Evaluation methods and data collection skills;
- Strong analytical and report writing skills
- Familiarity and experience with contextual challenges in the geographic location(s) where the study will take place.