



Badili Africa
Wuyi Plaza, Wing E, 4th Floor,
Pheroze Nowrojee Road,
P.O Box 86197-00200,
Nairobi, Kenya.
www.badiliafrica.org
info@badiliafrica.org

TERMS OF REFERENCE / EXPRESSION OF INTEREST

Consultancy Opportunity

I. General Information
Title of Consultancy: Transformative Gossip Toolkit Contract: Individual Consultant(s) or Firm Duration: 3 months Supervisor: Programs Coordinator Closing Date: 5 th August, 2026
II. About Badili Africa
Badili Africa is a Pan-African women's rights organization redefining leadership and civic participation by centering the agency of grassroots women and young people who are routinely excluded from decision-making. Founded in 2015 and operational since 2018, Badili works primarily with young women aged 16-30 in tertiary institutions, informal and rural settlements, and chama women (grassroots women organized in merry-go-rounds and informal collectives) who anchor socio-economic and solidarity networks in their communities. We work at the intersection of civic participation, technology, and movement building, transforming everyday and often overlooked spaces - chamas, salons, campuses, informal collectives, and digital platforms - into sites of civic learning, accountability, and resistance to all forms of violence. Our established networks span Nairobi, Kiambu, Kajiado, Nakuru, Kisumu, Machakos, and Kisii Counties, with direct reach to over 10,000 grassroots women through 600+ chama groups and a curated network of 100 trained digital influencers and campus organizers.
III. Background
Democratic governance is most resilient when rooted in the places where people naturally gather, build trust, and speak freely. Yet traditional civic education tends to rely on formal, top-down approaches that remain disconnected from the everyday realities of grassroots women. This disconnect is starkly visible in Kenya's current political landscape. Women drive much of the socio-economic life in informal settlements yet remain severely underrepresented in formal governance: they currently hold only 24% of parliamentary seats, short of the constitutional two-thirds gender principle, while young women make up less than 1% of elected officials nationwide. This gap stems from deep structural barriers: limited access to funding, weak support networks, entrenched



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gender norms, and persistent gender-based violence. Grassroots women wield considerable informal influence in their communities, yet this collective civic power is rarely recognized within formal accountability structures.

Badili Africa's Transformative Gossip model challenges this status quo by reimagining civic participation on women's own terms. Rather than introducing new, unfamiliar platforms, the model meets women where they already are within existing economic and social structures and transforms these everyday spaces into sustainable hubs for civic dialogue. By embedding civic engagement into structures that are already self-sustaining, Badili Africa moves beyond one-off awareness campaigns toward building a lasting, civically engaged constituency of informal women advocates across Nairobi City County's peri-urban settlements.

Purpose of the consultancy

Badili Africa seeks an experienced consultant(s) to design a simplified "Transformative Gossip Civic Tool Kit" and train salon owners to act as organic peer civic facilitators. By embedding civic dialogues into these self-sustaining social hubs, the expert will help transform routine interactions into powerful platforms for civic learning, advocacy, and collective political agency.

Objectives

The consultant will contribute to achieving the following:

- Equip select participants with confidence and practical skills required to facilitate structured civic and political conversations within their spaces.
- Increase women's awareness of civic rights, political participation pathways, and accountability mechanisms.
- Create localized opportunities for community-led dialogue on women's leadership, governance, and Gender-Based Violence
- Lay a permanent foundation for a sustainable network of grassroots civic facilitators across informal community eco-systems through convenings, relationship-building, and shared civic learning

IV. Responsibilities

- Develop an inception report with a clear plan and methodology for the assignment.
- Review existing civic education frameworks to inform the toolkit design
- Develop a highly interactive and participatory civic guide for use at the salon level and other unconventional spaces.



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- Facilitate capacity-building sessions for the targeted participants.
- Structure and facilitate a cross-sector convening bringing together participants and sector players.

V. DELIVERABLES

- Inception report and work plan outlining methodology, data collection tools, and localized civic guide outline.
- Draft a Civic Guide for review and feedback.
- Final Civic Guide.
- Final Report - outcomes, challenges, lessons learned, and scaling recommendations.

VI. Timeline

The consultancy will run for three months, aligned with the project implementation cycle. Specific engagement timelines will be agreed upon during the inception phase. The consultant will be required to be available for all key engagements.

VII. Qualifications and Key Competencies

Essential Experience

- A specialist with an advanced degree in a relevant field, including gender studies, human rights, law, or development studies.
- At least 5–7 years of demonstrable experience designing and implementing grassroots community mobilization and civic education programs within Nairobi's informal settlements.
- Proven record of developing localized training toolkits, curriculum, and guidelines for non-formal environments, grassroots communities, and multilingual audiences
- Experience working with grassroots communities.
- Strong facilitation, research, and writing skills with the ability to produce high-quality deliverables.

Skills and Competencies

- Excellent understanding of translating complex frameworks into community-level actions
- Proven capacity to translate dense technical terminologies into simple conversational language
- Strong communication and interpersonal skills.



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- Familiarity with Kenya's electoral and political context, including gendered political violence.
- Strong documentation, tracking, and writing skills in English and Kiswahili.
- Fluency in English, Kiswahili, and Sheng; competency for the target areas and groups is an added advantage.

Mandatory Requirements

- Tax compliance - **MUST** be fully compliant with Kenya Revenue Authority (KRA).
- Written disclosure of any familial, personal, or professional relationship with Badili Africa staff.

VIII. Submission of Application

Badili Africa is an equal-opportunity employer. All qualified applicants will receive consideration without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or any other characteristic protected by law.

Interested applicants should submit the following in a single document to info@badiliafrica.org by **5th August 2026, end of day**, with the subject line **Transformative Gossip Consultancy**.

- A current CV or organizational profile and a cover letter outlining relevant experience and approach to this consultancy in one PDF file.
- A technical proposal (maximum 5 pages) detailing understanding of the assignment, proposed methodology, and work plan.
- A financial proposal detailing the consultancy fee structure.
- Two references from previous, relevant assignments.

IX. Terms of Service

This is a non-staff contract under the individual-contractor hiring modality at Badili Africa. The incumbent shall not be considered staff of Badili Africa and is therefore not entitled to any privileges, special status, or conditions as Badili Africa staff. Qualified Consultant(s) **MUST** comply with our Protection from Sexual Exploitation, Abuse, and Harassment (PSEAH) policy and code of conduct.

The Service Provider must disclose in writing any relationship (familial, personal, or professional) with Badili Africa staff. Canvassing or undisclosed conflicts will lead to disqualification or contract termination. Badili Africa reserves the right to vary this opportunity in response to its changing needs.