



AUABC

African Union Advisory Board on Corruption

TERMS OF REFERENCE FOR RETREAT FACILITATOR- INDIVIDUAL CONSULTANT

1. BACKGROUND

The African Union Advisory Board on Corruption (AUABC) is an organ of the Africa Union that was established as a mechanism to follow-up on the implementation of the African Union Convention on Preventing and Combating Corruption (AUCPCC). The Board is mandated to document and analyze corrupt activities; Advise the AU and Member States on all matters relating to corruption; Monitor and report on implementation and compliance with the Convention through receipt of State Reports; and Engage in advocacy and outreach to prevent corruption. The Secretariat of the Board is based in Arusha and runs the day to day operations of the Board as well as facilitate the implementation of the decisions, plans and programs of the Board.

The Board decided to be holding annual strategic retreats as part of its efforts to continue reflecting and strategizing on how it can enhance its performance as well as strategize for the future. In May 2019, the Board held its first strategic retreat which also included an induction of the newly elected official. The Retreat came up with key recommendations to improve service delivery, communication, improved governance and management of the Board and among many others. An action plan was developed for implementation and tracking. The Board is therefore planning to undertake another strategic retreat which will build up on the recommendations of the 2019 retreat. The retreat will provide effective interactive platform which would allow reflections, collective visioning and team building and hence the need to recruit an independent consultant who will plan and facilitate the retreat

2. SPECIFIC OBJECTIVES

The Board is seeking an experienced Retreat Facilitator with expertise in organizational development and teambuilding to plan and conduct a retreat for the Board members and the Secretariat. The Retreat Facilitator will be expected to contribute to the planning and facilitation of a three-day retreat in November 2021 as outlined below.

The venue for the retreat will be in Dar es Salaam or any appropriate venue in Tanzania. The overarching objectives of the retreat are to:

- i. To review the progress on the implementation of the outcomes of the 2019 Board Retreat
- ii. To encourage the exchange of ideas, expectations and team building.
- iii. Review and consider the strategic roles of the Board and its Secretariat in facilitating the achievement of its mandate and vision.
- iv. Enhance functional collaborations and mutuality within the Board.

- v. To reflect on how the Board, navigate its role in the future in light of;
 - a. The challenges of new working methods brought about by Covid-19 pandemic.
 - b. The reforms that African Union is undergoing and how the Board can reposition itself during the period.

3. DELIVERABLES AND SCOPE OF WORK

The Retreat Facilitator is expected to:

- i. Assist in designing a retreat agenda to address the objectives and needs as outlined above which will include the retreat programme, designing the format and set-up and facilitation of the retreat, breakout meetings and focus group discussions;
- ii. Facilitate a productive and effective 3-day retreat in order to achieve its stated objectives; and
- iii. Prepare a final report of the retreat, including decisions made, action items and issues that need further discussion.

4. PROFILE OF FACILITATOR

The Consultant must have experience in the following:

- Over 10 years' experience in group facilitation, team building, conflict resolution, leadership development, coaching and communication and collaboration skills.
- Graduate Degree in social work, counseling, social sciences, or related field required.
- Evidence of strong communication skills across all skill levels
- Evidence of ability to give and receive feedback in a productive manner that promotes continual growth
- The candidate should have a good understanding of the organization, its mandates, and structure; and must also display a good understanding and appreciation of Africa's Development trajectory including Agenda 2063. –
- Experience in facilitating retreats of any AU organ will be an added advantage
- Applicants must be confident, persuasive, and able to communicate very well in English or French. Bilingual candidates would be highly desirable.
- Excellent and proven writing skills.

5. PERIOD AND PLACE OF ASSIGNMENT

Period of assignment will be 22nd-30th November 2021 with up to 9 working days with actual retreat facilitation of 3 days inclusive. The final report will be expected on 10th December 2021. The Consultant should be a citizen of a Member State of the African Union and be available to provide the services in November 2021.

6. SUBMISSION OF CVS AND PROPOSALS

Interested applicants should submit their CVs, technical and Financial proposals to the under listed address. The title of the Consultancy service and reference should be clearly stated in the subject matter of the email.

The deadline for submission of CVs is 22nd October 2021. Email: auabcregistry@africa-union.org and copy munthalim@afric-union.org