



PARTICIPATORY ECOLOGICAL LAND USE MANAGEMENT (PELUM) KENYA

TERMS OF REFERENCE

Strengthening courageous leadership, negotiation skills & coaching capacity for African Women Leaders in Agroecology

Program	Africa Women Leaders in Agroecology (AWOLA)
Assignment Type	Consultancy – Training & Facilitation
Countries Covered	Kenya, Uganda, Nigeria, Malawi & Zimbabwe
Target Participants	AWOLA 2026 Cohort Mentors & Mentees
Delivery Mode	Virtual Sessions
Engagement Period	June- November 2026
Reporting To	AWOLA Program Coordinator

1. Introduction

PELUM Kenya is a national network that currently comprises 68 member organizations reaching 47 Counties. The 68 members of PELUM Kenya are distributed in the four (4) PELUM Kenya zones: Nairobi and Central, Rift and Western, Lower Eastern and Coast, Upper Eastern and Northern Zone. PELUM Kenya mission is to promote agroecological principles and practices through member organizations for sustainable livelihoods of smallholder farmers, pastoralists and fisher folks communities in Kenya. The Vision of PELUM Kenya is to have empowered, prosperous, healthy and resilient communities.

2. Background of Africa Women Leaders in Agroecology (AWOLA) Initiative

AWOLA is a women leadership development initiative whose aim is to inspire, mentor, nurture, and fast-track the leadership development of African women in agroecology. The project is implemented by 5 African partners namely PELUM Kenya, PELUM Uganda, PELUM Zimbabwe, PELUM Malawi & Nigeria Organic Agriculture Network (NOAN). Agroecology is an integrated approach that simultaneously applies ecological and social concepts and principles to the design and management of

food and agricultural systems. Within a justice and rights framework, it seeks to minimize external inputs and optimize sustainable interactions between plants, animals, humans and the broader environment.

The following are the AWOLA program objectives;

1. Critical mass of women mentored and coached on agroecology leadership at all levels.
2. Women agroecological business initiatives & innovations enhanced and developed.
3. Improved capacity for women in Agroecology (AE) Principles, practice and enterprise development.
4. Women actively participating in AE policy influencing.

The [Next Gen\(D\)eration Leadership Collective](#) (NGLC), founded in 2020, a global network of women working across nutrition, food policy, food systems, academia, and public health who envision a just and equitable food system fueled by collective action towards a well-nourished world. Despite the urgent need to reform our food system, things are not improving, and inequalities continue to deepen challenges to human health, social equity, and environmental sustainability. Women, who are often closest to the challenges of food systems, were still largely excluded from decision-making spaces. The NGLC firmly believes that achieving the necessary transformations in what the world eats fundamentally requires profound transformations in leadership.

The purpose of NGLC is, therefore, to advance collective and courageous leadership through intersectional approaches and equitable partnerships to shift power in food systems. The belief is to create a leadership movement for a world with adequate and healthy diets, sustained by transforming who leads and how. This aligns with the vision that gender equality is vital to unleash the necessary leadership practices, given that while women are the foundation of nutrition and food systems and the closest to the problems, we live in a world where men dominate decision-making.

In partnership with the NGLC, the program seeks to recruit a qualified consultant/ trainer to design and deliver an interactive, practice-oriented training program that strengthens courageous leadership, negotiation capacity, and coaching skills among AWOLA mentors and mentees across the five countries. This assignment will focus on online training series focused on [Courageous Leadership Principles](#), negotiation skills and coaching for transformative mentorship of Africa women .

3. Goal

The goal of the assignment is to strengthen the adoption of courageous, accountable, and resilient leadership skills among the AWOLA 2026 Cohort mentors and mentees, thereby advancing women-led agroecology leadership and food systems transformation across Africa.

4. Specific Objectives

The training assignment is guided by the following specific objectives:

1. To equip mentees to apply Courageous Leadership Principles (CLP) in their Individual Development Plans (IDPs).
2. To Strengthen negotiation skills for self-advocacy, coalition building, influencing key decisions, and demanding accountability.
3. To enhance coaching capacity among AWOLA mentors to enrich the mentee leadership journey as well as teach mentees to be coachable.
4. To foster peer solidarity and cross-country learning across the AWOLA community of practice.
5. To support mentees and mentors in developing actionable leadership plans aligned with CLP, agroecology principles, and advocacy strategies.

5. Target Group

The primary target group for this training is the AWOLA 2026 Cohort composed of mentors and mentees drawn from:Kenya,Uganda, Nigeria, Malawi and Zimbabwe.

6. Training Structure

The assignment will be delivered through virtual session as follows:

Session	Training Title	Primary Audience	Delivery Mode
1	Courageous Leadership Foundations	Mentors & Mentees	Virtual
2	Negotiation, communication & self-advocacy skills	Mentors & Mentees	Virtual
3	Coaching for Transformative Mentorship	Mentors (1st session) Mentees (2nd Session)	Virtual
4	Cross Country Peer Learning & Action Planning	Mentors & Mentees	Virtual

7. Scope of Work

Trainer Consultant will:

1. Review AWOLA program materials and contextual realities of AWOLA mentees and mentors.
2. Develop a training curriculum and facilitation guide training content to reflect the gender, cultural, and agroecological contexts of the five targeted countries.
3. Design practical tools, exercises, negotiation simulations, and coaching templates.
4. Deliver three structured virtual sessions for each country and one for all the mentors.
5. Facilitate virtual peer learning and cross-country learning exchange.

6. Guide participants in developing individual leadership action plans.
7. Facilitate the coaching skills session with a structured framework applicable to AWOLA mentor-mentee relationships.
8. Provide mentors with a practical coaching toolkit they can continue to apply post-training.
9. Develop and share an accompanying coachable training tool kit for mentees.
10. Conduct a brief pre- and post-training reflection assessment.
11. Submit a concise training completion report with recommendations.
12. Facilitate all four training blocks in a participatory, experiential, and gender-responsive manner.
13. Integrate a blended training approach combining theory, case studies, role-play, small-group discussions, and peer learning.

8. Expected Deliverables

#	Deliverable	Timeline
1	Inception report including training design, tools session plans, and detailed methodology	Within 7 days of contract signing
2	Training materials for all four training blocks (presentations, workbooks, facilitator guides)	Before each session
3	Individual Leadership Action Plan (ILAP) template and completed participant ILAPs	End of CLP training
4	Coaching toolkit for AWOLA mentors	End of the mentors training
5	Coachability toolkit for AWOLA mentees	End of the mentees training
6	Pre- and post-training assessment tools and results summary	Before and after the training
7	Comprehensive final training report with findings, outputs, and recommendations	Within 14 days after the final session

9. Required Qualifications and Experience

The ideal consultant /trainer should have the following minimum requirements:

- Advanced degree in agroecology, food systems, sustainable agriculture or related fields with additional certification in Gender studies, leadership development, mentorship and coaching, organizational capacity building will be highly preferred.
- Minimum of 6 years of progressive professional experience in leadership training, mentorship facilitation, coaching or organizational capacity building.
- Experience in effective communication mentorship, amplifying women voices & policy advocacy
- Proven experience facilitating leadership, mentorship and gender-responsive training programs.
- Proven experience in gender-transformative approaches and coalition building skills.
- Strong background in coaching and mentorship frameworks, including practical coaching skills delivery.
- Experience working with women in agri-food systems leadership programs in African contexts.
- Strong expertise in delivering Courageous Leadership Principles (CLP) Manifesto.

- Demonstrated experience in negotiation and coaching methodologies with women leaders, agroecology, food systems, or social justice movements in Africa.
- Excellent communication and prior experience with multi-country, cross-cultural virtual and in-person facilitation skills for multicultural groups.
- Previous familiarity with the AWOLA Initiative or similar women mentorship programmes in Africa will be an added advantage.

10. Timeframe

The assignment will be conducted from June through November 2026. The sessions will be scheduled in consultation with AWOLA program coordinator and Country Coordinators across all the five countries.

11. Application Process

Interested consultants should submit the following documents by **Sunday 24th 2026** to procurement@pelumkenya.net and attach the following documents;

1. Curriculum Vitae and Cover letter with contact details of three referees.
2. Technical proposal and detailed financial proposal.
3. At least one sample of previous training materials, curricula, or workshop reports.
4. Three reference letters from institutions where similar assignments were completed.

Note: Only shortlisted candidates will be contacted.