

Terms of Reference (ToR) of Trainers

1. Community Engagement and community consultation for Road Sector Development

Background

The Federal Government of Somalia through the Ministry of Public Works, Reconstruction and Housing (MPWRH) is implementing the Somalia Roads Infrastructure Program (RIPSOM), with funding support from the African Development Bank (AfDB) and the European Union. The program aims to rehabilitate and construct priority road corridors while enhancing institutional capacity at federal and state levels to sustainably manage road infrastructure. Key components of the program include:

- Rehabilitation and surface dressing of 82 km of the existing Beledweyne–Galkayo road (22 km from Beledweyne to Kalabeyr and 60 km from Dhusamareb to Qaradhi).
- Rehabilitation and surface dressing of 85 km along the Galkayo–Garowe road (Galkayo to Faratoyo section).
- Upgrading 80 km of the Luuq–Ganane–Dolow earth road to gravel standard.
- New construction of 100 km of the Galkayo–Elgula section (part of the 241 km Galkayo–Hobyo feeder road) to compacted gravel standard; and
- Feasibility study, ESIA, and detailed design for the 280 km Lowyaddo–Farddaha–Borama road.

Recognizing the importance of social inclusion and stakeholder participation in infrastructure delivery, RIPSOM has prioritized the mainstreaming of community engagement across all stages of the project cycle. In support of this, a targeted training on “Community Engagement and Community Consultation for Road Sector Development” will be delivered to equip key stakeholders with the skills to conduct effective stakeholder mapping, public consultations, grievance redress, and conflict-sensitive engagement.

Objectives

The main objective of this training is to enhance the capacity of road sector actors in Somalia to effectively engage communities, build trust, and foster inclusive participation in infrastructure projects. Participants will be equipped with practical tools for stakeholder analysis, participatory planning, grievance handling, and social cohesion in the context of fragile settings.

Scope of Work

The assignment will include both technical content delivery and the organization of all required logistical and support arrangements to ensure effective implementation in line with AfDB and national visibility and operational standards.

Key Responsibilities

i. Training Design and Preparation

- Develop a comprehensive session plan and detailed training agenda, including PowerPoint presentations, group exercises, and pre- and post-training assessments.
- Submit finalized training materials in advance, including slide decks, participant handouts and templates.
- Coordinate with the Ministry of Public Works, Reconstruction and Housing (MPWR&H) on participant selection and invitations (Federal and FMS representatives).

ii. Training Delivery and Facilitation

- Deliver a three-day interactive training using participatory adult-learning methodologies that promote inclusion, dialogue, and reflection.
- Guide participants through stakeholder mapping and design of sample community engagement strategies.
- Facilitate discussions, group exercises, and case studies
- Ensure use of appropriate training facilities and equipment, including projector, microphones, flipcharts, and stationery materials.

iii. Logistical and Administrative Support

- Arrange venue hire for a three-day conference in Mogadishu (capacity for 30 participants, air-conditioned, adequately equipped).

- Provide training materials and stationery, including branded folders, writing materials, flipcharts, and visibility items (AfDB, FGS, EU logos).
 - Coordinate refreshments and catering, ensuring morning tea/coffee, lunch, and afternoon tea for all participants each day.
 - Facilitate return air tickets, accommodation, and daily subsistence allowance (DSA) for participants from Federal Member States (25 participants), following AfDB-approved rates.
 - Provide and operate required equipment: projector, screen, printer, scanner, photocopier, extension cables, and sound system.
- iv. **Monitoring, Evaluation, and Reporting**
- Administer pre- and post-training assessments to evaluate learning outcomes.
 - Compile participant feedback forms and produce a summary of evaluation results.
 - Submit a comprehensive training report (including agenda, participant list, photos, test results, and recommendations).
 - Design and print certificates of completion for all successful participants.
- v. **Client Coordination**
- Maintain continuous coordination with the MPWR&H for review and approval of training materials, session plan, and final report.
 - Ensure all activities adhere to the MPWR&H and AfDB visibility and branding standards.

Target Participants

The training will involve approximately 30 participants from Federal; Federal Member States (FMS), civil society organizations (CSOs) and community representatives engaged in the road sector.

Duration

The assignment will be conducted over a total period of 20 days, including three days dedicated to in-person training delivery in Mogadishu, scheduled for November/December 2025. The training will be implemented in three phases namely preparation, training delivery and reporting with the

consultant remaining engaged throughout the process to ensure that all deliverables are completed, reviewed, and formally approved by the client.

Deliverables

- Finalized session plan and training agenda.
- Training materials including slide decks, handouts, stakeholder mapping tools, and case examples.
- Pre- and post-training assessments and analysis.
- Delivery of three-day training in Mogadishu.

Final training report with annexes (agenda, participant list, photos, test results, feedback)

Qualifications & Experience of Key Expert K1

- Advanced degree in Social Sciences, Community Development, or a related field.
- Minimum of 7 years of experience of trainer in designing and delivering community engagement trainings for infrastructure or development projects.
- Demonstrated familiarity with Somali social dynamics, governance structures, and post-conflict contexts.
- Proven skills in adult-learning facilitation and participatory training methodologies.
- Fluency in English; Somali language is an asset.

Training Requirements and Logistics

To ensure the effective organization and delivery of the capacity-building training (Community Engagement and Community Consultation for Road Sector Development) under the Road Infrastructure Programme, Somalia, the Consultant shall provide all necessary logistical, technical, and administrative arrangements as summarized below.

Category	Detailed Requirements
Facilitation & Human Resources	<ul style="list-style-type: none">• Lead Trainer(s): Qualified expert (7+ years' experience) in in designing and delivering community engagement trainings for infrastructure or development projects; environmental and social safeguards; English fluency required, Somali desirable.

	<ul style="list-style-type: none"> • Facilitator: Support delivery and exercises. • Return Air Tickets (States): Round-trip economy-class for 205 FMS participants. • Accommodation & DSA: 3 nights × 25 participants as per AfDB rates. • Certificates: Design and print verified completion certificates.
Venue Hire & Facilities	<ul style="list-style-type: none"> • Secure conference venue (3 days) in Mogadishu, 30-person capacity, air-conditioned. • Seating, tables, and lighting adequate for training. • Reception/registration desk and refreshment area available.
Equipment & Audio-Visual Support	<ul style="list-style-type: none"> • Projector and screen (HD, pointer, cables, adapters). • Microphones, speakers. • Flipcharts and markers. • Printer, scanner, photocopier. • Extension cables and adapters.
Training Materials & Stationery	<ul style="list-style-type: none"> • Branded folders with AfDB, FGS, and EU logos (FGS at center). • Writing materials: notepads, pens. • Printed manuals, slides, handouts, and templates. • Flipchart paper and markers. • Visibility: banners and name tags.
Refreshments & Catering	<ul style="list-style-type: none"> • Morning tea/coffee and snacks, lunch, and afternoon tea for 30 participants × 3 days. • Drinking water available throughout.
Training Content & Documentation	<ul style="list-style-type: none"> • Finalized agenda and session plan approved by client. • PowerPoint decks, workbooks, pre/post-tests. • Case studies and exercises. • Evaluation forms and feedback summaries. • Comprehensive final report with annexes.

Client Support & Responsibilities

- Ministry of Public Works, Reconstruction & Housing to coordinate participant nominations and invitations (FGS & FMS).
- Review and approve deliverables timely.

2. Guidelines for Gender Mainstreaming in Infrastructure Projects and Leadership Training

Background

The Federal Government of Somalia, through the Ministry of Public Works, Reconstruction and Housing (MPWRH), is implementing the Somalia Roads Infrastructure Program (RIPSOM) with support from the African Development Bank (AfDB) and the European Union. The program aims to rehabilitate and construct priority road corridors, while also strengthening the institutional capacity of institutions at both national and sub-national levels. Key components of the program include:

- Rehabilitation and surface dressing of 82 km of the existing Beledweyne–Galkayo road (22 km from Beledweyne to Kalabeyr and 60 km from Dhusamareb to Qaradhi).
- Rehabilitation and surface dressing of 85 km along the Galkayo–Garowe road (Galkayo to Faratoyo section).
- Upgrading 80 km of the Luuq–Ganane–Dolow earth road to gravel standard.
- New construction of 100 km of the Galkayo–Elgula section (part of the 241 km Galkayo–Hobyo feeder road) to compacted gravel standard; and
- Feasibility study, ESIA, and detailed design for the 280 km Lowyaddo–Farddaha–Borama road.

As part of its commitment to inclusive development and compliance with national and AfDB’s Integrated Safeguards System, the program places strong emphasis on the integration of gender considerations into all phases of road infrastructure planning and delivery. In this context, a focused training on “Guidelines for Gender Mainstreaming in Infrastructure Projects and Leadership” will be delivered to enhance stakeholder capacity to promote gender equality and social inclusion in road sector projects.

Objectives

The training aims to build the knowledge and skills of participants to mainstream gender in infrastructure development and promote women's leadership and participation. It will equip stakeholders with tools for gender analysis, inclusive project planning, and the design of gender-responsive infrastructure interventions.

Scope of Work

The assignment will include both technical content delivery and the organization of all required logistical and support arrangements to ensure effective implementation in line with AfDB and national visibility and operational standards.

Key Responsibilities

vi. Training Design and Preparation

- Develop a comprehensive session plan and detailed training agenda, including PowerPoint presentations, group exercises, and pre- and post-training assessments.
- Submit finalized training materials in advance, including slide decks, participant handouts and templates.
- Coordinate with the Ministry of Public Works, Reconstruction and Housing (MPWR&H) on participant selection and invitations (Federal and FMS representatives).

vii. Training Delivery and Facilitation

- Deliver a three-day interactive training using participatory adult-learning methodologies that promote inclusion, dialogue, and reflection.
- Facilitate discussions, group exercises, and case studies that integrate gender analysis, inclusive leadership principles, and practical tools for mainstreaming gender into infrastructure projects.
- Engage up to 30 participants, including gender focal points, civil society organizations, and government officials.
- Ensure use of appropriate training facilities and equipment, including projector, microphones, flipcharts, and stationery materials.

viii. Logistical and Administrative Support

- Arrange venue hire for a three-day conference in Mogadishu (capacity for 30 participants, air-conditioned, adequately equipped).

- Provide training materials and stationery, including branded folders, writing materials, flipcharts, and visibility items (AfDB, FGS, EU logos).
 - Coordinate refreshments and catering, ensuring morning tea/coffee, lunch, and afternoon tea for all participants each day.
 - Facilitate round-trip air tickets, accommodation, and daily subsistence allowance (DSA) for participants from Federal Member States (25 participants), following AfDB-approved rates.
 - Provide and operate required equipment: projector, screen, printer, scanner, photocopier, extension cables, and sound system.
- ix. **Monitoring, Evaluation, and Reporting**
- Administer pre- and post-training assessments to evaluate learning outcomes.
 - Compile participant feedback forms and produce a summary of evaluation results.
 - Submit a comprehensive training report (including agenda, participant list, photos, test results, and recommendations).
 - Design and print certificates of completion for all successful participants.
- x. **Client Coordination**
- Maintain continuous coordination with the MPWR&H for review and approval of training materials, session plan, and final report.
 - Ensure all activities adhere to the MPWR&H and AfDB visibility and branding standards.
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Duration

The assignment will be conducted over a total period of 20 days, including three days dedicated to in-person training delivery in Mogadishu, scheduled for November/December 2025. The training will be implemented in three phases namely preparation, training delivery and reporting with the consultant remaining engaged throughout the process to ensure that all deliverables are completed, reviewed, and formally approved by the client.

Target Participants

The training will bring together approximately 30 participants, including representatives from Federal, Federal Member States (FMS), gender focal points, civil society organizations, and community stakeholders involved in infrastructure delivery.

Deliverables

The consultant will be responsible for preparing and delivering all components of the training on **Gender Mainstreaming in Infrastructure Projects and Leadership**. The key deliverables include:

- Finalized training agenda and session plan.
- Complete set of training materials (slides, workbooks, tools).
- Pre- and post-training assessments and analysis.
- Delivery of three-day training in Mogadishu.
- Final training report with annexes (agenda, participant list, photos, test results, feedback).

Qualifications and Experience- Key Expert -K2

- Advanced degree in Gender Studies, Development Studies, Social Sciences, or a related field
- Minimum 7 years of experience mainstreaming gender in development or infrastructure projects
- Demonstrated experience in designing and delivering gender-focused training
- Familiarity with AfDB gender policies and Somali national frameworks preferred
- Strong facilitation and adult-learning skills
- Fluency in English; Somali language is an asset.

Training Requirements and Logistics

To ensure the effective organization and delivery of the capacity-building training (Guidelines for Gender Mainstreaming in Infrastructure Projects and Leadership) under the Road Infrastructure Programme, Somalia, the Consultant shall provide all necessary logistical, technical, and administrative arrangements as summarized below.

Category	Detailed Requirements
Facilitation & Human Resources	<ul style="list-style-type: none"> • Lead Trainer(s): Qualified expert (7+ years' experience) in gender, Environmental and social safeguards; English fluency required, Somali desirable. • Facilitator: Support delivery and exercises. • Return Air Tickets (States): Round-trip economy-class for 205 FMS participants. • Accommodation & DSA: 3 nights × 25 participants as per AfDB rates. • Certificates: Design and print verified completion certificates.
Venue Hire & Facilities	<ul style="list-style-type: none"> • Secure conference venue (3 days) in Mogadishu, 30-person capacity, air-conditioned. • Seating, tables, and lighting adequate for training. • Reception/registration desk and refreshment area available.
Equipment & Audio-Visual Support	<ul style="list-style-type: none"> • Projector and screen (HD, pointer, cables, adapters). • Microphones, speakers. • Flipcharts and markers. • Printer, scanner, photocopier. • Extension cables and adapters.
Training Materials & Stationery	<ul style="list-style-type: none"> • Branded folders with AfDB, FGS, and EU logos (FGS at center). • Writing materials: notepads, pens. • Printed manuals, slides, handouts, and templates. • Flipchart paper and markers. • Visibility: banners and name tags.
Refreshments & Catering	<ul style="list-style-type: none"> • Morning tea/coffee and snacks, lunch, and afternoon tea for 30 participants × 3 days. • Drinking water available throughout.

Training Content & Documentation	<ul style="list-style-type: none"> • Finalized agenda and session plan approved by client. • PowerPoint decks, workbooks, pre/post-tests. • Case studies and exercises. • Evaluation forms and feedback summaries. • Comprehensive final report with annexes.
Client Support & Responsibilities	<ul style="list-style-type: none"> • Ministry of Public Works, Reconstruction & Housing to coordinate participant nominations and invitations (FGS & FMS). • Review and approve deliverables timely.

3. Guidelines for Mainstreaming Environmental and Social Risk Management in Infrastructure Projects Training

Background

The Federal Government of Somalia through the Ministry of Public Works, Reconstruction and Housing (MPWRH) is implementing the Road Infrastructure Program of Somalia (RIPSOM), with funding support from the European Union (EU) and the African Development Bank (AfDB). The program aims to rehabilitate and construct priority road corridors while enhancing institutional capacity at federal and state levels to sustainably manage road infrastructure to plan, design, construct, maintain, and monitor road infrastructure activities.

The Program is expected to create safer and more reliable transport links, open new economic opportunities for communities along the corridors and lay a durable foundation for sustainable and climate-resilient development. The upgraded corridors will stimulate private-sector activity, expand trade flows and facilitate the safe movement of people, goods and services and ultimately raising living standards in the surrounding communities.

Environmental and Social Safeguards (ESS) constitute a fundamental component of the program, ensuring full alignment with the African Development Bank's (AfDB) policies and Somalia's

national frameworks for environmental governance and sustainable development. This includes the systematic identification, assessment and mitigation of environmental and social risks throughout the project lifecycle.

To ensure the effective application of environmental and social safeguards throughout all phases of the program, the Ministry of Public Works, Reconstruction and Housing (MPWRH) is implementing a series of capacity-building activities. One of the key activities is delivering training on Mainstreaming Environmental and Social Risk Management (ESRM) in Infrastructure Projects, designed to equip the stakeholders with the knowledge, skills and practical tools necessary to systematically integrate risk management into the planning, design, execution, and monitoring of road infrastructure projects.

Objectives

The main objective of this training is to strengthen participants' capacity to apply Environmental and Social Risk Management in Infrastructure Projects Mainstreaming, tools and methodologies across the project lifecycle and enable participants to lead and contribute to Environmental and Social Impact Assessments (ESIAs), develop and implement Environmental and Social Management Plans (ESMPs), and monitor compliance throughout implementation.

Scope of Work

The assignment will include both technical content delivery and the organization of all required logistical and support arrangements to ensure effective implementation in line with AfDB and national visibility and operational standards.

Key Responsibilities

i. Training Design and Preparation

- Develop a comprehensive session plan and detailed training agenda, including PowerPoint presentations, group exercises, and pre- and post-training assessments.
- Submit finalized training materials in advance, including slide decks, participant handouts and templates,
- Coordinate with the Ministry of Public Works, Reconstruction and Housing (MPWR&H) on participant selection and invitations (Federal and FMS representatives).

ii. **Training Delivery and Facilitation**

- Deliver a three-day interactive training using participatory adult-learning methodologies that promote inclusion, dialogue, and reflection.
- Facilitate discussions, group exercises, and case studies
- Ensure use of appropriate training facilities and equipment, including projector, microphones, flipcharts, and stationery materials.

iii. **Logistical and Administrative Support**

- Arrange venue hire for a three-day conference in Mogadishu (capacity for 30 participants, air-conditioned, adequately equipped).
- Provide training materials and stationery, including branded folders, writing materials, flipcharts, and visibility items (AfDB, FGS, EU logos).
- Coordinate refreshments and catering, ensuring morning tea/coffee, lunch, and afternoon tea for all participants each day.
- Facilitate return air tickets, accommodation, and daily subsistence allowance (DSA) for participants from Federal Member States (25 participants), following AfDB-approved rates.
- Provide and operate required equipment: projector, screen, printer, scanner, photocopier, extension cables, and sound system.

iv. **Monitoring, Evaluation, and Reporting**

- Administer pre- and post-training assessments to evaluate learning outcomes.
- Compile participant feedback forms and produce a summary of evaluation results.
- Submit a comprehensive training report (including agenda, participant list, photos, test results, and recommendations).
- Design and print certificates of completion for all successful participants.

v. **Client Coordination**

- Maintain continuous coordination with the MPWR&H for review and approval of training materials, session plan, and final report.
- Ensure all activities adhere to the MPWR&H and AfDB visibility and branding standards.

Target Participants

The ESRM training will be attended by up to 30 participants from Federal and FMS infrastructure ministries and relevant stakeholders including private sector, CSOs and women groups.

Duration

The assignment will be conducted over a total period of 20 days, including three days dedicated to in-person training delivery in Mogadishu, scheduled for November/December 2025. The training will be implemented in three phases namely preparation, training delivery and reporting with the consultant remaining engaged throughout the process to ensure that all deliverables are completed, reviewed, and formally approved by the client.

Deliverables

The consultant will be responsible for preparing and delivering all components of the training on Mainstreaming Environmental and Social Risk Management (ESRM) in Infrastructure Projects. This includes the development of a detailed training agenda, training materials, facilitation of a three-day in-person training in Mogadishu, and submission of a final training report. The deliverables are:

- Submission of detailed session plan and training agenda
- Finalized training materials, including slide decks and participant workbooks
- Facilitation and delivery of the three-day ESRM training
- Final training report with annexes.

Qualifications and Experience

The Key Expert -K3 must demonstrate the following qualifications and professional competencies:

- Advanced degree in Environmental Science, Social Development, or a closely related discipline.
- At least **seven (7) years of experience** in environmental and social risk management (ESRM) within infrastructure and development projects, preferably in contexts similar to Somalia.

- Demonstrated knowledge and practical application of environmental and social safeguards frameworks, including the African Development Bank (AfDB) Integrated Safeguards System (ISS) and national regulatory frameworks.
- Proven experience in designing and delivering **environmental and social safeguards training programs**, with a strong track record of applying participatory and adult-learning methodologies.
- Fluency in English; Somali language is an asset.

Training Requirements and Logistics

To ensure the effective organization and delivery of the capacity-building training (Guidelines for Mainstreaming Environmental and Social Risk Management in Infrastructure Projects) under the Road Infrastructure Programme, Somalia, the Consultant shall provide all necessary logistical, technical, and administrative arrangements as summarized below.

Category	Detailed Requirements
Facilitation & Human Resources	<ul style="list-style-type: none"> • Lead Trainer(s): Qualified expert (7+ years' experience) in environmental and social risk management in infrastructure projects Environmental and social safeguards; English fluency required, Somali desirable. • Facilitator: Support delivery and exercises. • Return Air Tickets (States): Round-trip economy-class for 205 FMS participants. • Accommodation & DSA: 3 nights × 25 participants as per AfDB rates. • Certificates: Design and print verified completion certificates.
Venue Hire & Facilities	<ul style="list-style-type: none"> • Secure conference venue (3 days) in Mogadishu, 30-person capacity, air-conditioned. • Seating, tables, and lighting adequate for training. • Reception/registration desk and refreshment area available.

Equipment & Audio-Visual Support	<ul style="list-style-type: none"> • Projector and screen (HD, pointer, cables, adapters). • Microphones, speakers. • Flipcharts and markers. • Printer, scanner, photocopier. • Extension cables and adapters.
Training Materials & Stationery	<ul style="list-style-type: none"> • Branded folders with AfDB, FGS, and EU logos (FGS at center). • Writing materials: notepads, pens. • Printed manuals, slides, handouts, and templates. • Flipchart paper and markers. • Visibility: banners and name tags.
Refreshments & Catering	<ul style="list-style-type: none"> • Morning tea/coffee and snacks, lunch, and afternoon tea for 30 participants × 3 days. • Drinking water available throughout.
Training Content & Documentation	<ul style="list-style-type: none"> • Finalized agenda and session plan approved by client. • PowerPoint decks, workbooks, pre/post-tests. • Case studies and exercises. • Evaluation forms and feedback summaries. • Comprehensive final report with annexes.
Client Support & Responsibilities	<ul style="list-style-type: none"> • Ministry of Public Works, Reconstruction & Housing to coordinate participant nominations and invitations (FGS & FMS). • Review and approve deliverables timely.

4. Training on Road Data Collection and Analysis for FGS and FMS MPWRH Teams

Background

The Federal Government of Somalia ("Grant Recipient") secured financing from the African Development Bank (AfDB) and the European Union (EU) for the Road Infrastructure Programme Somalia in 2019. The Programme aims to (i) enhance road sector management at the national level through technical assistance and capacity building; and (ii) improve transport connectivity for road users through road rehabilitation and construction works. Target roads are within the Federal Member States of Galmudug, Hirshabelle, Jubaland, and Puntland (e.g., sections of BeledWeyne–Galkayo, Galkayo–Garowe, Luuq–Ganane–Dolow, and Galkayo–Hobyo). Somalia's road network (paved and unpaved) remains under significant stress after decades of underinvestment and conflict. Reliable, standardized road data are limited, which constrains evidence-based planning, maintenance programming and resource allocation. This assignment will provide institutional capacity building to FGS and FMS Ministries of Public Works by equipping technical teams with tools and methods for road data collection and analysis.

Objective

To strengthen institutional capacity for standardized road data collection, management and analysis, leading to improved data accuracy and reduced planning discrepancies over time.

Scope of Services

The trainer and facilitator shall design and deliver a training programme covering:

- A. Fundamentals of Road Data: Concepts, significance, and classifications (geometric, structural, functional, environmental, traffic).
- B. Tools and Data Acquisition: Traditional and modern tools (GPS, , KOBO Toolbox, mobile apps, Google mapping); survey design; data validation and QA/QC.
- C. Road Condition & Inventory Assessment: Standard frameworks; inspection techniques for paved/unpaved roads; defect coding; digital logging and reporting.

D. Traffic & Safety Data: Manual/automatic counts, vehicle classification, speed; crash data concepts and basic analysis.

E. Integration into Planning: Policy alignment; linkages to national/regional transport frameworks; maintenance planning and prioritization.

F. Practical Field Exercises: Pilot fieldwork on selected segments; deployment of devices; troubleshooting; pilot data validation.

Expected Outputs

- Concept and template for a national road data system (framework and data dictionary).
- Standardized data collection protocols, forms (digital), and reporting formats.
- Pilot datasets collected, cleaned and summarized for agreed road sections with basic analytics.
- Training report including pre/post assessments and participant feedback.
- Road data collection manual and toolkit (including field SOPs, QA/QC checklist).
- Road data management and governance guidelines (roles, responsibilities, update cycles).
- Certificates of completion for participants.

Target Participants

Technical personnel from: (i) FGS Ministry of Public Works; (ii) Ministries of Public Works in all Federal Member States. 20 From FMS PIU + 10 FG, total of 30 participant

Methodology

- Classroom-based sessions (concepts, demonstrations, program).
- Hands-on practice with tools and software.
- Fieldwork and pilot data collection exercises.

- Group discussions and case studies.
- Pre- and post-training assessments.

Duration

The assignment will be conducted over a total period of 20 days, including three days dedicated to in-person training delivery in Mogadishu, scheduled for November/December 2025. The training will be implemented in three phases namely preparation, training delivery and reporting with the consultant remaining engaged throughout the process to ensure that all deliverables are completed, reviewed, and formally approved by the client

Deliverables

- Concept and template for a national road data system (framework and data dictionary).
- Standardized data collection protocols, forms (digital), and reporting formats.
- Pilot datasets collected, cleaned and summarized for agreed road sections with basic analytics.
- Training report including pre/post assessments and participant feedback.
- Road data collection manual and toolkit (including field SOPs, QA/QC checklist).
- Road data management and governance guidelines (roles, responsibilities, update cycles).
- Certificates of completion for participants.

Trainer`s Requirements

The assignment will be delivered by Trainer plus facilitator with demonstrated experience in road data, GIS, and capacity building.

- Key Expert -K4 -Consultant – Road/Transport Engineer, Researcher or data analyst (or relevant field): experienced 8+ years in transport infrastructure projects; 10+ years in data collection/management and data analyst; Proven expertise in training, capacity building, and leading multidisciplinary teams on data-driven road and transport projects. The consultant shall possess a strong background in the following areas:

- GIS/Remote Sensing: Advanced knowledge of QGIS (System)/ Quantum Geographic Information System and remote sensing; experience with road inventory mapping and spatial databases.
- Traffic & Road Safety Analyst: Experience in traffic studies, vehicle classification, speed/safety analysis and basic crash analytics.
- Database/ICT: Experience in database design, mobile data collection platforms (e.g., KoboToolbox), data QA/QC and integration.
- Training & M&E: Experience in adult learning, competency assessments, and monitoring & evaluation of training programmes.

Consultant's Responsibilities

Develop curriculum and materials; deliver training and field exercises; provide devices/software lists; ensure data quality; prepare all reports and deliverables; assign a Project Manager as single point of contact.

1. Timeline and Implementation Schedule

The training shall be delivered over a 3-day period, tentatively scheduled for December 2025, subject to coordination with MPWR&H. The proposed timeline is as follows:

2. Reimbursable Expenses (Indicative Budget Categories)

The consultant shall include the following reimbursable items in the financial proposal, subject to actual costs and approval under the contract:

3. Venue and Logistics

- Training venue hire (3 days, Mogadishu): conference room with projector, seating for 30, air conditioning
- Refreshments and lunch for 30 participants (3 days)
- Field transport for pilot data collection 4WD vehicles

4. Equipment and Software

- GPS devices (minimum 5 units)
- Traffic counters or manual tally sheets
- Laptops/tablets for data entry
- Licensed GIS software (QGIS or equivalent)
- Mobile data collection tools (e.g., KOBO Toolbox setup)

5. Training Materials and Stationery

- Printed manuals, SOPs, QA/QC checklists
- Flipcharts, markers, notebooks, pens
- USB drives with digital toolkit and templates

6. Personnel and Facilitation

- Fees for lead consultant and facilitator
- Per diems and accommodation as per AfDB rates.
- Translator/interpreter (if required for Somali language delivery)

7. Reporting and Certification

- Design and printing of certificates
- Post-training report production and submission

8. Financial Proposal Guidance

Equipment and Software

The consultant shall provide all necessary equipment and licensed software for its team (e.g., GPS devices, traffic counters, GIS and data tools)