



**ANTI CORRUPTION COALITION UGANDA**  
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## **TERMS OF REFERENCE**

### **PROVISION OF ANTI-CORRUPTION ACTIVISM TRAINING TO YOUTH IN UGANDA**

#### **1.0 INTRODUCTION**

Anti-Corruption Coalition Uganda (ACCU) was established in January 1999 and officially registered as an NGO in 2004. ACCU unites like-minded individuals and organizations dedicated to raising awareness, exposing, and advocating for the reduction of corruption in Uganda. Since its inception, ACCU has remained committed to fostering an accountable and corruption-free society through diverse initiatives, working with both national and grassroots partners to ensure citizen voices are effectively represented in governance and accountability processes.

As part of its commitment to advancing structured learning on integrity and accountability, ACCU has established a virtual academy to provide specialized training for young people, aimed at guiding capacity-building and empowering youths to actively participate in the fight against corruption. To ensure that the training modules are effectively rolled out through online learning platforms, ACCU seeks to identify and support a core facilitator who will lead the training on anti-corruption activism.

#### **2.0 BACKGROUND**

Corruption continues to undermine Uganda's governance, service delivery, and development efforts, with an estimated UGX 9.14 trillion lost annually (Inspectorate of Government, 2024). Corruption in Uganda is mainly caused by; weak citizen capacity to engage government on accountability, limited citizen monitoring of public services, limited access to information, low state responsiveness to citizen accountability demands, poor implementation of anti-corruption laws, limited capacity of anti-corruption agencies, impunity, patronage and mild political will to fight some forms of corruption. This has resulted into; poor public service delivery, high cost of delivering public services, an increasing national debt burden, denial of basic human rights, under-development and worsening economic conditions.

To address these challenges, Anti-Corruption Coalition Uganda is implementing a project titled '*Civic Engagement for Accountability Project (CEAP)*' with an overall objective of

contributing to improved transparency and accountability among state and non-state actors in Uganda.

The project is implemented at national level and in the 8 districts of Yumbe, Terego, Madi-Okollo and Obongi in West Nile and; Moroto, Napak, Nakapiripirit and Nabilatuk in Karamoja, and focuses on tackling corruption in critical service delivery sectors of health, education, justice, livelihood and environment which directly affect ordinary Ugandans.

The project supplements government's efforts in combatting corruption through strengthening accountability of state actors in Uganda, and enhancing the capacity of non-state actors to demand for transparency and accountability at national and sub national levels.

### **3.0 JUSTIFICATION FOR THE CONSULTANCY**

Uganda has demonstrated commitment to fighting corruption through enactment of various legal, policy and institutional frameworks, and by ratifying regional and international instruments such as the United Nations Convention against Corruption (UNCAC) and the African Union Convention on Preventing and Combating Corruption (AUCPCC). These instruments emphasize the importance of education and public awareness as key strategies in preventing corruption and promoting a culture of integrity.

Despite efforts by government institutions, civil society, and development partners, corruption remains deeply entrenched in public and private sectors, often fuelled by limited public understanding of anti-corruption laws and accountability mechanisms. This underscores the need for structured, context-specific anti-corruption activism that empowers citizens, especially the youth, to take up an active role in monitoring, resisting, and reporting corrupt practices, advocating for transparency, and holding leaders and institutions accountable.

While some actors have developed stand-alone trainings and sensitization materials, Uganda still lacks a harmonized and institutionalized set of anti-corruption curricular and modules that can be integrated into formal and informal learning spaces, professional development programs, and civic education initiatives. This gap undermines efforts to build a values-based society committed to transparency and accountability.

Therefore, ACCU developed a comprehensive anti-corruption activism module, aimed at strengthening civic engagement, youth-led advocacy and participation in accountability initiatives, and now seeks a facilitator who can effectively deliver this module, inspire youth-led activism, and ensure that learning translates into sustained action for transparency and integrity.

#### **3.1 General Objective**

To engage a consultant to train youth virtually on anti-corruption activism using developed modules.

#### **3.2 Specific Objectives**

- To identify a qualified facilitator with expertise in anti-corruption activism, integrity, accountability, governance, and youth engagement to lead the online training.
- To deliver specialised virtual trainings for youth on anti-corruption activism.

#### 4.0 SCOPE OF WORK

The consultant will be responsible for delivering the module on anti-corruption activism under the virtual academy. Specifically, the consultant will;

1. Review the module and related training materials, and develop an online training delivery plan, including a session outline, methodology, and interactive tools tailored to youth engagement.
2. Facilitate interactive online training sessions for youth participants using the anti-corruption activism module, including innovative digital learning approaches such as, polls, case studies, group work, role plays, simulations, and breakout sessions to ensure effective knowledge transfer and active youth participation.
3. Equip participants with the knowledge, skills, and values to detect, resist, and report corruption, while inspiring and mentoring them to serve as integrity ambassadors and anti-corruption advocates within their communities.
4. Administer pre-and post-training assessment tools to measure knowledge acquisition among participants.
5. Document key insights, challenges, and success stories during the training process.
6. Participate in debriefing sessions with ACCU to share lessons learned and propose improvements for subsequent trainings.

#### 5.0 METHODOLOGY

Prospective consultants are encouraged to propose the most suitable methodology for the delivery of the training. Consultants should outline a clear methodology, the strategy and methods to be used in delivering the module. The final methodology will be refined together with ACCU to ensure alignment with institutional objectives.

#### 6.0 EXPECTED OUTPUTS

Prospective consultants are expected to provide detailed technical and financial proposals detailing the consultants' understanding of the Terms of Reference and attach relevant CVs.

#### 7.0 TIMEFRAME FOR THE CONSULTANCY

No.	Task	Days	Responsible Party
1.	Publication of the terms of reference	8 <sup>th</sup> September 2025	ACCU
2.	Delivery of Expression of Interest/Technical and Financial Proposals.	19 <sup>th</sup> September 2025	Consultants
3.	Submission of inception report	24 <sup>th</sup> September 2025	Consultant
4.	Conclusion of contractual process	24 <sup>th</sup> September 2025	Consultant & ACCU
5.	Delivery of the training	October - December 2025	Consultant

## 8.0 LEVEL OF EFFORT

This assignment is expected to take an initial 5 days, with possibility of extension.

## 9.0 REQUIRED SKILLS AND EXPERIENCE

Required qualifications for the assignment;

- Degree in Social Sciences, Public Administration, Development Studies, Law, Human Rights & Governance, or related field.
- At least 5 years' experience in designing, facilitating and delivering training or training-of-trainers programs, with a focus on governance, accountability, and youth engagement.
- Proven expertise in anti-corruption, integrity, governance, and safeguarding. Knowledge of youth-led activism and social accountability tools is essential.
- Strong skills in online learning design, interactive facilitation, and engaging diverse youth audiences effectively.
- Proven experience in mentoring, capacity building, and mobilizing youth to participate actively in anti-corruption initiatives.
- Excellent research, communication, and reporting skills, with the ability to translate training content into practical, actionable strategies for youth activism.

## 10.0 SUBMISSION OF PROPOSALS

Interested consultants should submit a **technical and financial proposal** (methodology, work plan, CVs, relevant samples) to the **Executive Director**, Anti-Corruption Coalition Uganda at [info@accu.or.ug](mailto:info@accu.or.ug) , with a copy to [amarlon@accu.or.ug](mailto:amarlon@accu.or.ug) , **not later than 19<sup>th</sup> September 2025**.