



## **ANTI CORRUPTION COALITION UGANDA**

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### **TERMS OF REFERENCE**

#### **PROVISION OF VIRTUAL ANTI-CORRUPTION TRAINING SERVICES**

##### **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 citizens' voices are effectively represented in governance and accountability processes.

As part of its commitment to advancing structured learning on integrity and accountability, ACCU has started online courses 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 introduction to anti-corruption.

##### **2.0 BACKGROUND**

Corruption continues to undermine the country's governance, service delivery, and development efforts, with an estimated UGX 9.14 trillion lost annually according to the Inspectorate of Government. 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 address high-level 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, ACCU 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 10 districts of Yumbe, Terego, Madi- Okollo, Pakwach and Obongi in West Nile and; Moroto, Napak, Nakapiripirit, Kotido and Nabilatuk in Karamoja. The project focuses on tackling corruption in critical service delivery sectors of health, education, justice, livelihood and environment which directly affect ordinary citizens.

The project supplements government efforts in combatting corruption through strengthening accountability of state actors in the country, 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 ASSIGNMENT**

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 fueled by limited public understanding of anti-corruption laws and accountability mechanisms. There is need for structured, context-specific anti-corruption education that equips citizens, especially the youth, with knowledge and skills to detect, resist and report corrupt practices.

While some actors have developed stand-alone trainings and sensitization materials, Uganda still lacks a harmonized and institutionalized set of anti-corruption curricula 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.

Against this background, ACCU developed a comprehensive anti-corruption module on introduction to anti-corruption, aimed at strengthening anti-corruption education, and now seeks a facilitator who can effectively deliver this module, inspire citizen-led anti-corruption efforts and sustain the trainees' learning processes.

#### **3.1 General Objective**

To engage a consultant to train participants virtually on introduction to anti-corruption using the developed module.

#### **3.2 Specific Objectives**

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

### **4.0 SCOPE OF WORK**

The consultant will be responsible for delivering the introduction to anti-corruption sessions under the training. 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 citizen engagement.
2. Facilitate interactive online training sessions for participants using the anti-corruption 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 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**

<b>No.</b>	<b>Task</b>	<b>Days</b>	<b>Responsible Party</b>
1.	Publication of the terms of reference	12th February 2026	ACCU
2.	Delivery of Expression of Interest.	19th February 2026	Consultants
3.	Conclusion of contractual process	25th February 2026	Consultant & ACCU
4.	Submission of inception report	27th February 2026	Consultant
5.	Delivery of the trainings	March – June 2026	Consultant

## **8.0 LEVEL OF EFFORT**

This assignment is expected to take 10 days.

## **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 training-of-trainers programmes.

- Proven expertise in anti-corruption, integrity, governance, and safeguarding.
- Strong skills in online learning design and facilitation.
- Experience in youth engagement, mentoring, and capacity building.
- Excellent research, communication, and reporting skills.

## **10.0 SUBMISSION OF PROPOSALS**

Interested consultants should submit their **technical and financial proposal** 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> February 2026.**

