



## **ANTI CORRUPTION COALITION UGANDA**

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### **TERMS OF REFERENCE**

#### **VIRTUAL CIVIC ENGAGEMENT TRAINING FOR SELECTED PARTICIPANTS**

##### **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 the country. Since its inception, ACCU is 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 been conducting virtual trainings for selected citizens, aimed at guiding capacity-building and empowering citizens 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 civic engagement.

##### **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 (Inspectorate of Government, 2021). 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 citizens' 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, ACCU is implementing the Civic Engagement for Accountability Project, with an overall objective of

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

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 Ugandans.

The project supplements government's 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 ongoing interventions by government bodies, civil society organizations, and development partners, corruption continues to be widespread across both the public and private sectors. This persistence is partly driven by limited public awareness of anti-corruption laws and existing accountability frameworks. As a result, there is a clear need for structured, context responsive civic engagement education that empowers citizens with the knowledge, skills, and practical tools to oversee public service delivery, demand openness, promote accountability, and actively confront corrupt practices.

Although various stakeholders have produced isolated training programs and awareness raising materials, Uganda still lacks a coordinated and institutionalized set of anti-corruption curricula and modules. These could otherwise be mainstreamed into formal and informal education settings, professional training programs, and broader civic education efforts. The absence of such a unified framework weakens initiatives aimed at nurturing a values driven society grounded in transparency and accountability.

Against this background, ACCU has designed a comprehensive civic engagement for accountability module, to strengthen anti-corruption education and empower selected citizens to play an active role in governance, oversee public services, and demand accountability. To effectively implement this initiative, ACCU seeks a facilitator capable of delivering the module and motivating citizen-led action against corruption.

### **3.1 GENERAL OBJECTIVE**

To engage a consultant to virtually train selected citizens on civic engagement for accountability using the developed modules.

### **3.2 SPECIFIC OBJECTIVES**

- To identify a qualified facilitator with expertise in civic engagement, integrity, accountability, governance, and citizen empowerment to lead the online training.
- To deliver specialised virtual trainings for selected citizens on civic

engagement for accountability.

#### **4.0 SCOPE OF WORK**

The consultant will be responsible for delivering the civic engagement for accountability module under the online trainings. 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 civic engagement for accountability 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 citizen 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 trainings. 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 project 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	February 19, 2026	ACCU
2.	Delivery of Expression of Interest	February 27, 2026	Consultants
3.	Conclusion of contractual process	March 4, 2026	Consultant & ACCU
4.	Submission of inception report	March 6, 2026	Consultant

5.	Delivery of the training	March-June 2026	Consultant
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## 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 governance, civic engagement, accountability, or anti-corruption work.
- Strong knowledge of Uganda's governance and accountability frameworks.
- Strong skills in online learning design and facilitation.
- Experience in citizen engagement, mentoring, and capacity building.
- Excellent research, communication, and reporting skills.

## 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 **27<sup>th</sup> February 2026**.