

Terms of Reference for Trainer

Job Title: Trainer – Promoting Integrity and Anti-Corruption, communication skills and principles of forming youth committees Training Program

Type of contract: External consultant

Location: Amman

Deadline for submitting applications: 31/08/2025

1. Background

Rasheed for Integrity and Transparency / (Transparency International - Jordan) was established at the end of 2013 as a non-profit civil society organization through a group of activists in public work. Rasheed (TI – JO) is the only official point of contact representing Transparency International in Jordan. It aims to improve the Jordanian citizen's involvement in anti-corruption activities.

2. Training Program Objective

The project aims to empower youth aged 20 to 35 by offering them a 4-day training program focused on **Promoting Integrity and Anti-Corruption, Communication Skills, and Principles of Forming Youth Committees.**

3. Scope of the consultancy

The consultancy is for a trainer who is expected to provide a 4-day training on topics related to, **integrity, social accountability, fighting, communication skills, and principles of forming youth committees.**

The trainer will undertake the following tasks:

- Consult with Rasheed and the project team to clarify objectives, processes, and expected outcomes.
- Develop a workplan, training material to cover the above-mentioned topics, develop a detailed agenda, pre- and post-assessments, and participant evaluation forms aligned with the training manual.

- Participate in the selection process of the youth.
- Assess participants' performance during the training and guide them in organizing peer sessions for others interested in the topic, including providing a concise summary.

4. Deliverables

The key deliverables for this consultancy include:

- Submission of a detailed work plan for the assignment.
- Submission of a comprehensive agenda, training material, pre-and-post assessment tools, and participant evaluation forms.
- Delivery of the 2-days training program to the targeted youth.
- Take part and support with the 2-days training program for the media and digital tools expert.
- Submission of a final comprehensive training report, including a detailed pre- and post-analysis, participants' evaluations of the sessions, and actionable recommendations.

5. Timelines and key outputs:

#	Outputs/ deliverables	Timeline
1	Submission of a detailed work plan for the assignment.	0.5 day
2	Submission of a comprehensive agenda, training material, , pre-and-post assessment tools, and participant evaluation forms.	1 day
3	Preparation for the 2- days training	0.5 day
4	Conduct 2-days training for the targeted youth.	2 days
5	Take part and support in the media and digital tool training	2 days
6	Submission of a final comprehensive training report, including a detailed pre- and post-analysis, participants' evaluations of the sessions they conducted, and actionable recommendations	1 day
	Total working day	7 days

6. Reporting

The consultant will work under the direct supervision of the Rasheed (TI -JO) project team, with overall guidance from the Executive Director. The consultant will ensure close consultation and collaboration with the Rasheed (TI -JO) Project team in carrying out the assignment throughout the consultancy.

7. Qualifications and skills

- University degree in Business Administration, Political Science, or another related field.

- 5-7 years of experience in the field of training, including proven track records of successful conduct of training programs for youth.
- Extensive knowledge of anti-corruption processes, especially in the context of Jordan.
- Excellent training skills.
- Excellent communication skills;
- Excellent written and spoken Arabic and English;
- Ability to work independently, produce high-quality outputs, and work under tight timeframes.

8. Application Instruction

- Send your CV to the following e-mail: careers@rasheedti.org, with the subject line: "Trainer for Promoting Integrity and Anti-corruption".
- Submit a Financial Proposal with a clear indication of the consultancy fee.

Rasheed for Integrity and Transparency (Transparency International - Jordan) provides equal and fair opportunities in employment for all people without regard to race, color, religion, gender, origin, age, political affiliation, or marital status