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ETHIOPIAN HUMAN RIGHTS COUNCIL (EHRCO)

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September 29, 2026

Terms of Reference (ToR)

For

Recruitment of a Professional Trainer/Consultant for a Four-Day Training on Identifying, Verifying, and Countering Post-Election Misinformation, Disinformation, and Hate Speech

1. About EHRCO

The Ethiopian Human Rights Council (EHRCO) is an independent, non-governmental, non-profit, and non-partisan civil society organization established on October 10, 1991, and re-registered with the Agency for Civil Society Organizations (ACSO) under Registration No. 1146.

Under its sub-grant project in partnership with the Coalition of Ethiopian Civil Society Organizations for Elections (CECOE) and the Foreign, Commonwealth & Development Office (FCDO), EHRCO is implementing an initiative focused on countering post-election misinformation, disinformation, and hate speech, as well as documenting lessons for future electoral cycles.

2. Context of the Assignment

Following the Seventh General Election, misinformation, disinformation, and hate speech regarding contested results, procedural frictions, and local grievances pose severe risks of compounding social tension and undermining calm transitions in politically active towns like Burayu and Ambo. Findings from EHRCO's Election Day deployment highlighted transparency gaps and procedural frictions that can easily seed unverified rumors and inflammatory narratives on social media.

To mitigate these risks and to strengthen community-based monitoring, verification, and rapid counter-response to post-election misinformation, disinformation, and hate speech in the target towns, EHRCO is activating a dedicated Misinformation Monitoring Network (MMN) in each town. EHRCO seeks to recruit a qualified professional trainer/consultant to deliver a comprehensive 4-day training program for community monitors and local officials

3. Training Objectives

- **Strengthen Monitoring & Verification Skills:** Equip community-based monitors and local officials with the skills and tools required to identify, categorize, and verify (fact-checking protocols) post-election misinformation, disinformation, and hate speech.
- **Operationalize Referral Channels & SOPs:** Establish and train participants on standardized reporting templates, encrypted referral channels, and Standard Operating Procedures (SOPs) across the target towns.
- **Foster Rapid Counter-Messaging:** Train participants to develop and disseminate verified counter-narratives and fact-based messaging to counter unverified claims and inflammatory content.
- **Safety & Data Protection Integration:** Train participants on personal safety, digital security, safe reporting practices using pseudonyms/ID codes, and recognizing intimidation.
- **Build Multiplier Capacity & Media Literacy:** Train local media and civil society actors as multiplier voices for fact-based, counter-misinformation messaging, and deliver community-level media literacy sessions for youth in Burayu and Ambo.



4. Scope of Service

The scope of the assignment includes designing and delivering a four-day training for community-based monitors and local officials focused on identifying, categorizing, verifying, and countering post-election misinformation, disinformation, and hate speech in Burayu and Ambo. The consultant will assess existing participant capacities and post-election information trends, develop context-appropriate training materials and fact-checking toolkits aligned with standard verification protocols, facilitate interactive and participatory training sessions, provide practical guidance on safe reporting mechanisms, digital security, and standard referral channels, and monitor protection protocols in politically sensitive post-election environments. In addition to the training above, the consultant will design and deliver a related component: training local media and civil society actors as multiplier voices for fact-based, counter-misinformation messaging, and delivering community-level media literacy sessions for youth. This component covers media/civil society actors per town (across Burayu and Ambo) and community-level media literacy sessions.

5. Methodology

The training should use participatory and practice-oriented methodologies, including short expert presentations, facilitated discussions, case studies from real monitoring contexts, role plays and simulation exercises, group work, and reflection sessions, to reinforce survivor-centered, trauma-informed, and gender-sensitive documentation skills.

6. Time Frame and Location

The training will be delivered over **four days**, from **October 6 to October 9, 2026**. The sessions will take place in **Burayu** and **Ambo** (Oromia Regional State) and will involve travel.

7. Deliverables

The trainer/consultant will be expected to deliver the following outputs, appropriate to a training of this nature:

- A detailed 4-day training agenda and session plans tailored to EHRCO's post-election misinformation monitoring strategy.
- Context-appropriate training materials and tools, including presentations, handouts, case studies on post-election misinformation/hate speech trends, and practical fact-checking exercises.
- Facilitation and delivery of a 4-day internal training for community-based monitors and local officials in Burayu and Ambo.
- Standardized reporting templates, encrypted referral SOPs, and participant orientation guides for the Misinformation Monitoring Network (MMN).
- Practical guidance on digital security, personal safety, and monitor protection protocols in politically sensitive post-election settings.
- A comprehensive training completion report detailing participant evaluation, key outcomes, and practical recommendations for network operations.
- A training agenda and session plan for the media/CSO training and the youth media literacy sessions.
- Training materials adapted for media/civil society actors and for a general youth audience.
- A short completion report covering participation numbers for this component, disaggregated by town, gender, and age.



8. Trainer Qualifications and Experience

- **Academic Background:** Second degree (Master's or equivalent) in Law, Human Rights, Journalism, Communications, Political Science, International Relations, Social Sciences, or related fields.
- **Relevant Experience:** Minimum 5 years of professional experience in media monitoring, fact-checking, counter-disinformation/misinformation strategies, human rights monitoring, or election observation, preferably in conflict-affected or high-risk post-election contexts.
- **Technical Expertise:** Proven expertise in identifying, verifying, and countering post-election misinformation, disinformation, and hate speech; strong understanding of digital security, encrypted reporting channels, and personal safety/protection protocols for monitors operating in sensitive environments.
- **Contextual Familiarity:** Fluency in written and spoken Afaan Oromoo and Amharic to effectively engage participants and analyze local social media content; strong familiarity with the Ethiopian political landscape, post-election information dynamics, social media trends, and the local civic ecosystem in Oromia Regional State (specifically Burayu and Ambo).
- **Training & Facilitation Skills:** Prior experience designing and delivering interactive, practice-oriented trainings and workshops for civil society organizations, community leaders, youth, and local government/security officials.
- **Interpersonal Skills:** Excellent facilitation, communication, and interpersonal skills, with the ability to handle sensitive topics with professionalism, empathy, cultural sensitivity, and strict adherence to non-partisanship
- **Media Literacy Experience:** Demonstrated experience designing and delivering media literacy or fact-based communication training for both professional and youth audiences.

9. Evaluation Framework for Trainer/Consultant Applications

Component	Evaluation Parameters	Weight %
Technical Proposal	Demonstrates suitability, experience, methodology, and direct relevance to post-election misinformation monitoring	60%
Academic and Professional Qualifications	Relevance and level of academic degree(s) (law, human rights, journalism, communications, political science, psychology, or related fields) and professional experience	10%
Relevant Experience	Demonstrated experience in human rights monitoring, fact-checking, counter-disinformation strategies, and operating in conflict-affected or high-risk post-election contexts	15%
Technical Expertise	Expertise in identifying, verifying, and countering misinformation, disinformation, and hate speech; knowledge of digital security and "do no harm" protocols; fluency in Afaan Oromoo and Amharic	15%



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Component	Evaluation Parameters	Weight %
Training and Facilitation Skills	Experience designing and delivering training workshops for CSOs, community monitors, and local officials on sensitive post-election topics	10%
Methodology and Approach	Quality, appropriateness, and practical relevance of proposed 4-day training methodology, fact-checking tools, agenda, and alignment.	10%
Financial Proposal (40%)	Cost-effectiveness and clarity of financial plan	40%
Budget Realism and Clarity	Appropriateness and reasonableness of professional fees, preparation, and delivery costs	20%
Cost Breakdown	Clear, itemized presentation of all costs in Ethiopian Birr (ETB)	10%
Value for Money	Overall assessment of cost relative to proposed technical quality and expertise	10%

10. How to apply and recommended presentation of proposals

The technical proposal should at least highlight understanding of the assignment, explain why it is suitable for this consultancy service, the methodology to be applied, and the CV of the consultant. The costs in the financial proposal should be presented in Birr and should include consultancy fees, expenses, and taxes. Except for freelance consultants, consultancy firms should submit their TIN certificate and business license together with their application.

11. How to Apply

Interested applicants who meet the above criteria can deliver technical and financial proposals in a sealed envelope at the EHRCO Head Office, which is located **near Addis Ababa Stadium, Sahle-Silassie Building, 8th Floor, Room 19, or**

Email their application with supportive documents electronically via EHRCO organizational email info@ehrc.org and CC to abigaelias19@gmail.com within 4 days of this advertisement.

Please clearly state for which post you are applying for in the subject of your email; otherwise, it will be rejected automatically. Note: Only shortlisted candidates will be contacted.

- EHRCO has a zero-tolerance stance toward sexual harassment, exploitation and abuse, and child abuse in any form, perpetrated by our staff, members, or any associated personnel against anyone.
- EHRCO is an equal opportunity employer and particularly encourages women and persons with disabilities (PWDs).