

Terms of Reference (TOR)

Consultancy: Cultural Awareness Training in Ethiopia

About Right To Play

For more than 25 years, Right To Play has been protecting, educating, and empowering millions of children each year to rise above adversity through the power of play.

We offer programs in 13 countries across Africa, Asia, the Middle East and North America, reaching millions of children each year in some of the most difficult places on earth, helping them to stay in school and learn, overcome prejudice, heal from trauma, and develop the skills they need to thrive. We do this by harnessing play, one of the most fundamental forces in a child's life, to teach children the critical skills they need to dismantle barriers and embrace opportunities, in learning and in life.

This work is supported by our two global offices in Toronto, Canada and London, UK; and seven National Offices in North America and Europe.

Background

Right To Play is committed to fostering an inclusive, respectful, and equitable workplace across its global operations. To strengthen staff capacity to work effectively in multicultural environments, while fostering teamwork and collaboration in high pressure tight deadline scenarios, the INGO seeks a qualified consultant to design and deliver two half-day in person trainings in Addis Ababa, Ethiopia for Right To Play staff.

Objectives

To enhance staff understanding of:

- Cultures and environmentally adapted behaviors
- Respect for diverse norms, values, habits, and practices
- Understanding collaboration and communication from culture-based context

Scope of Work

Preparation

- Conduct brief inception meeting with People & Culture staff of Right To Play
- Design interactive in person training (slides + practical exercises)

Delivery

- Facilitate two half-day in person training in Addis Ababa, Ethiopia in September 2026
- Ensure high participant engagement and in-depth reflections and conversations (e.g., polls, breakout groups, case discussions)
- Create a safe and constructive learning environment for sensitive discussions

Post-Session

- Share training materials and resource list
- Submit post training report (5 pages circa)

Key Content Areas

- Cultural awareness beyond nationality (values, communication styles, hierarchy, time perception)
- Communicating in a multicultural environment
- Social norms from an African and Western European perspective
- Respecting different habits, religious practices, and social norms
- Power dynamics and privilege in global organizations
- Developing interpersonal skills

Deliverables

- In person training outline and agenda
- Presentation materials
- Delivery of two half-day training in person
- Resource list
- Post training report

Duration

- Estimated level of effort: 4-6 working days (including preparation and reporting).

- Delivery date: September 2026.

Qualifications

- Proven experience in DEI, intercultural communication and cultural awareness training
- Experience with international or multicultural teams
- Strong online and in-person facilitation skills
- Excellent English communication skills
- Fluency in Amharic not necessary, but desirable

Proposal Requirements

Interested facilitators should submit the below documents via email, with the email subject “Cultural Awareness Training Ethiopia”, to Careers team at careers@righttoplay.com:

- Technical proposal (approach and methodology)
- Financial proposal
- CV(s) maximum two pages
- Two references from similar assignments

Deadline for submission is August 23, 2026 23:59 EDT.

Confidentiality of Information

All documents and data collected will be treated as confidential and used solely to facilitate analysis of applications. All those contracted by Right To Play must agree to sign and abide by the Global Safeguarding Policy and Code of Conduct as well as property rights policies.