

CALL FOR APPLICATIONS

Selection of CCROs and CSOs in the Ethical Leadership for an Inclusive Future (ELIF) Project

Terms of Reference (ToR)

1. Background

The *Ethical Leadership for an Inclusive Future (ELIF) in Sub-Saharan Africa* project is a strategic, multi-country initiative jointly implemented by **Globethics** and the **All Africa Conference of Churches (AACC)** from March 2025 to December 2026.

Building on the work of the African Church Assets Programme (ACAP), this project strengthens the capacity of Churches, Church-related Organisations (CCROs), and Civil Society Organisations (CSOs) in ethical leadership, conflict transformation, and responsible resource management. The ELIF initiative addresses corruption at both organisational and societal levels in sub-Saharan Africa, particularly in contexts where progress against corruption has stalled or worsened. Such corruption disproportionately affects vulnerable groups, including women, children, youth, and persons with disabilities. The project focuses on six sub-Saharan countries: Ghana, Nigeria, Zambia, Cameroon, Togo, and the Democratic Republic of Congo (DRC).

Recognising the moral mandate of Church and Church-Related Organisations (CCROs) and Civil Society Organisations (CSOs) to uphold ethical values and advocate for justice, the project emphasises the need for internal reform. By strengthening governance structures and leadership integrity within these institutions, ELIF seeks to drive internal transformation and foster external advocacy for ethical, inclusive, and accountable leadership across the region. The project focuses on Ghana, Nigeria, Zambia, Cameroon, Togo, and the Democratic Republic of Congo (DRC). It uses a **cascade training model**: Senior Trainers develop toolkits and deliver the Train-the-Trainers programme to Master Trainers, who then adapt and deliver training to local organisations (See Annex 1).

By the end of the project expected results include:

- **Stronger Governance and Leadership Integrity:** Participating CCROs and CSOs will adopt formal anti-corruption policies. Inclusive governance will be strengthened through the introduction of youth or women quotas in leadership positions.
- **Advocacy and Policy Influence:** At least five joint advocacy initiatives promoting ethical leadership will be carried out, and at least two national-level policy discussions on anti-corruption will be launched.

- **Public Engagement and Endorsement:** In each participating country, one media outlet will publicly endorse and promote the project's outcomes, and one public figure will publicly support the project as a model for fostering integrity in society.

2. Purpose of the Process

Globethics and AACC are recruiting **Sixty (60) Organisations (CCROs and CSOs)** from the six participating countries in the Ethical Leadership for an Inclusive Future (ELIF) project. Ten organisations from each of the participating countries will be competitively selected to participate in the project through the training of four participants nominated by each of them. The trainings will be conducted **online** and **in-person** in both **English and French** depending on the lingua franca of the country. The expected outcomes of the project include:

- Building capacity for ethical leadership and governance among selected organisations.
- Supporting organisations to design and implement advocacy projects for internal reforms and societal change.
- Creating a network of organisations committed to inclusive leadership, anti-corruption, and sustainability.

3. Scope of Work for Selected CCROs/CSOs

Selected organisations are expected to:

- Nominate a committed team of at least 3-4 staff members:
 - One male
 - One female
 - One senior manager
 - One youth (below 35 years old)
- Ensure full participation in:
 - Baseline survey and end-of-project survey.
 - National and regional training workshops (in-person and online).
 - National and continental advocacy initiatives.
- Support staff participation in training assignments and advocacy projects.
- Co-host national training and/or advocacy workshops when selected.
- Maintain commitment throughout the project period and demonstrate willingness to apply learnings into practice.

4. Expected Contributions

- Commitment to allocate internal resources (time, small operational support, etc.) for project activities.
- Active participation in cost-sharing models for hosting national training/advocacy events where applicable.
- Openness to monitoring, evaluation, and reporting processes.

5. Application Requirements

- i) Interested CCROs and CSOs submit:
 - A Letter of Intent confirming:
 - ✓ Their commitment to mandate 3-4 staff members.
 - ✓ Their agreement to participate in surveys and activities.
 - ✓ Their interest in hosting national trainings and/or advocacy workshops.
 - Brief organisational profile highlighting:
 - ✓ Mission and vision alignment with ELIF objectives.
 - ✓ Previous experience in leadership development, governance, ethics, advocacy, or social inclusion.
 - Contact details of the organisation and key focal person.
- ii) Engagement in Capacity Building:
 - Organisations commit to engage in training and capacity-building initiatives aimed at enhancing the skills of their leaders and members, particularly in the areas of ethical leadership, advocacy, and accountability.
- iii) Inclusivity and Representation:
 - Organisations commit to actively involve youth and women in decision-making processes, ensuring their voices are heard and considered in all organisational activities, policies, and advocacy efforts.
- iv) Intergenerational Collaboration:
 - Organisations commit to promote intergenerational dialogue by facilitating mentoring opportunities where experienced leaders mentor youth and women, fostering a culture of shared learning and collaboration.
- v) Active Participation in Advocacy:
 - Organisations commit to engage in advocacy efforts at local, national, and continental levels, addressing issues of corruption and promoting ethical governance in their communities.
- vi) Willingness to Share Best Practices:
 - Organisations commit to sharing experiences, challenges, and successful strategies with other participating organisations to foster a culture of learning and improvement across the network.
- vii) Collaboration with Key Stakeholders:
 - Organisations commit to work collaboratively with other stakeholders, including the AACC, local communities, and other civil society organisations, is essential to maximize the impact of the ELIF project.

viii) **Monitoring and Evaluation:**

- Organisation agree to participate in the project's monitoring and evaluation processes, providing necessary data and feedback to assess progress and impact effectively.

ix) **Sustainability and Long-term Commitment:**

- Organisations should demonstrate a commitment to sustainability beyond the project duration, including plans to continue promoting ethical leadership and accountability within their communities.

6. Selection Process

The recruitment and selection of the Sixty CCROs and CSOs will be conducted by a Selection Committee comprised of members from the **Globethics Academy** and the **Project Steering Committee** of the ELIF project. The committee will assess the organisations based on the criteria stipulated in section 5.

7. Application Process

Interested organisations are invited to submit their application via Jotform

(<https://form.jotform.com/Globethicsnet/elif-application-form>). The form requires the attachment of supporting documents as a single PDF file, named as follows: in a single PDF file, named as follows:

"OrganisationName_ELIF_Org". The file must include the following and, in this order, **(all saved in one PDF File)**:

1. **Letter of Intent** (maximum 3 pages), outlining commitment to the criteria in section 5.
2. **Organisation Profile** (maximum 3 pages), including vision, mission and core values.

Application Deadline EXTENDED: Monday, 3 November 2025, 23:59 EAT

Please note that only shortlisted organisations will be contacted.