

Terms of Reference (ToR)

Short-Term Consultant – Sanitary Pad-Making Technical Facilitator

Location: Malangala, Mityana District, Uganda

Duration: 4 months (with possibility of extension)

Reporting to: Program Manager – A4HU

Are you a dynamic business developer passionate about empowering youth to solve real-world challenges?

Do you have **technical expertise in small-scale manufacturing, proven experience in enterprise development**, and **strong training and mentorship skills**?

Can you **inspire and guide a youth-led organization to build a sustainable menstrual hygiene enterprise** that improves health and dignity for thousands of girls and young women?

If yes – we’re looking for you.

Action 4 Health Uganda (A4HU), in partnership with DSW, is seeking a short-term consultant to lead the technical and business development aspects of a bold new initiative: the Malangala Menstrual Hygiene Hub. Join us in transforming access to affordable reusable sanitary pads in rural Uganda – while creating economic opportunities for youth.

1. Background

Access to affordable menstrual hygiene products remains a critical barrier for girls and young women in rural Uganda. To address this, Action 4 Health Uganda (A4HU), with support from DSW, is establishing a **Menstrual Hygiene Hub** at the Malangala Youth Empowerment Centre (YEC) to produce reusable sanitary pads and provide economic opportunities for youth.

The project aims to:

1. Increase the production and accessibility of quality reusable pads.
2. Improve menstrual hygiene practices among 3,000 girls and young women.
3. Develop sustainable youth-led menstrual product enterprises.

To operationalize this hub, A4HU seeks a **Technical Facilitator in Business Development and Menstrual Product Manufacturing** to lead the technical and entrepreneurial components of the project.

2. Purpose of the Consultancy

The consultant will provide expert guidance in setting up and managing the production of reusable menstrual pads and building the entrepreneurial capacity of youth in the YEC. This includes technology transfer, quality assurance, training, business model development, and market linkages.

3. Specific Responsibilities

A. Technical Set-up and Production Oversight

- Conduct a rapid assessment of existing equipment, skills, and infrastructure.
- Design and oversee the re-establishment and optimization of the pad production line, including equipment procurement, layout, safety, and quality control.
- Provide technical specifications for raw materials and manage sourcing options for fabrics, PUL, snaps, packaging, etc.
- Develop and document a standard operating procedure (SOP) for reusable pad production aligned with hygiene, safety, and product standards.
- Train selected youth and supervisors in the entire production cycle and machine operation.
- Design and oversee the implementation of sterilization, drying, ironing, and packaging processes.

B. Business Development & Enterprise Support

- Support the development of a viable business model for the Menstrual Hygiene Hub, including cost-recovery and profitability strategies.
- Develop training modules and deliver capacity building for youth in:
 - Business planning and management
 - Recordkeeping and financial literacy
 - Branding, marketing, and customer engagement
 - Compliance (certification, quality standards, taxes)
 - Accessing markets and finance

- Support branding and packaging design for reusable pads.
- Guide the team to identify and build relationships with sales channels including schools, retail outlets, and local NGOs.

C. Strategic Advisory and Sustainability Planning

- Advise on partnerships and public-private collaborations for raw material supply, distribution, and demand creation.
- Assist in developing a sustainability plan for long-term local production and marketing of pads.
- Contribute to monthly project review meetings and adapt strategies as needed.

4. Deliverables

- Inception report and work plan (within 1 week of contract start)
- Assessment report on factory status and recommendations for set-up
- SOP manual for reusable pad production and quality assurance
- Completion of technical training for production team (min. 10 youth)
- Business training workshop delivery reports
- Developed business plan and product costing models
- At least 3 marketing and sales partnership linkages established
- Final consultancy report detailing achievements, lessons, and recommendations

5. Required Qualifications and Experience

- Bachelor's degree or higher in industrial production, textile engineering, business development, social enterprise, or related fields.
- Minimum 5 years' experience in manufacturing or cottage industry setup, ideally with hygiene products.
- Strong experience in small enterprise development, youth entrepreneurship, and product marketing.
- Proven ability to design and deliver hands-on skills training.
- Familiarity with menstrual hygiene management (MHM) and gender-sensitive programming is a plus.

- Strong communication skills and ability to work collaboratively with youth, community leaders, and diverse stakeholders.

6. Duration and Location

- **Duration:** Up to 4 months (with possible extension based on performance and funding).
- **Location:** Primarily based at Malangala YEC with field visits to Mityana and Kassanda districts.

7. Application Process

Interested consultants should submit:

- Technical and financial proposal
- Updated CV demonstrating relevant experience
- At least two references from previous similar assignments
- Sample(s) of previous work in enterprise development or product design

Deadline for submission: 25/07/2025

Applications should be sent to: jobs@a4huganda.org