



## Terms of Reference

# Generating Better Livelihoods for Grant Recipients Project – Implementation Coordinator

28 February 2023

Prepared by FinMark Trust

## 1. About FinMark Trust

FinMark Trust (FMT) is an independent trust whose purpose is to make financial markets work for the poor by promoting financial inclusion and regional financial integration. FMT does this by conducting research to identify the systemic constraints that prevent consumers from accessing financial markets, and by advocating for change based on research findings. Thus, FMT has a catalytic role, driven by its purpose to start processes of change that ultimately lead to the development of inclusive financial systems that can benefit all sectors.

## 2. Background and contextual information

More than twenty years ago, South Africa embarked on a strategy to renew its social welfare system as part of the country's transformation and inclusive growth objectives. Policy and legislative amendments were enacted, and a nationally integrated welfare system was created for all South Africans. This new strategy led to amongst others, the introduction of social grants, targeted at categories of people who are vulnerable to poverty and in need of state support. The South African Social Security Agency (SASSA) was given the responsibility of administering, managing and paying all social assistance. Over the years the social assistance provided by the government in the form of grants has become a much-needed source of primary or supplementary income for many households in the country.

The South African Poverty and Inequality Report (2018) highlights that the government's investment in education, health services, social development including social assistance to vulnerable households and individuals as well as contributory social security, public transport, housing, and local amenities as a redistributive measure (the social wage) – has played a notable role in the government's efforts to reduce poverty and inequality. Several studies conducted both locally and globally have indicated that social grants have the potential to reduce poverty, inequality and enhance human capacity with direct human development benefits for beneficiaries and their households.

The SA government, through SASSA, disburses 18.6 million conventional social grants and 10.2 million special COVID-19 Social Relief of Distress (SRD) grant monthly (SASSA, 2022). A substantial number of the conventional grants are for child support (70,5%), followed by older persons grants (20%) and the remainder is made up of disability, war veterans, foster care, care dependency and grant-in-aid grants. The majority of those who receive grants are women (80,4%).

The annual growth rate of grant payments has over the years been well above the GDP growth rate thus making it unsustainable in the long term. There is therefore an urgent need to focus on addressing the skills gaps and rate of unemployment among social grant recipients. It is on this basis that FMT in partnership with BRAC, DSD, SASSA and NDA has developed a pilot project titled Generating Better livelihoods for Grant Recipients. The pilot project is aimed at targeting child support grant recipients, mainly women, to develop a pathway for them to attain sustainable livelihoods through access to employment and/or entrepreneurship opportunities.

The Generating Better Livelihoods for Grant Recipients project is a follow on to the DSD/SASSA linkages pilot that was implemented in 2013 and has incorporated lessons from this pilot into its current design. The project will be implemented over three years in three provinces namely; KwaZulu-Natal, Gauteng and the Free State.

### 3. Objectives

Generating Better Livelihoods for Grant Recipients Project aims to:

- Create a pathway to link grant recipients to employment and/or entrepreneurship opportunities.
- Improve the skills, knowledge, and resilience of grant recipients to improve and sustain their livelihoods.
- Build capacity within SASSA at the national, provincial/district, and local municipality levels to support the proposed extended mandate of linking CSG grants to economic opportunities.
- Integrate the project into the existing institutional arrangements within DSD, SASSA, and NDA.
- Improve coordination between the public and the private sector to unlock linkage opportunities.

The aims above require the expertise of the Implementation Coordinator to oversee and manage the day-to-day activities which will be carried out in the three provinces where the project will be implemented thereby ensuring that the objectives of the project are met.

### 4. Scope of Work

FinMark Trust seeks the services of a consultant to assume the role of the Implementation Coordinator for the Generating Better Livelihoods for Grant Recipients project. This role will entail:

- Development of site implementation plans informed by the outcomes of the livelihoods and market assessment.
- Overseeing and managing the day-to-day implementation of the project at the selected pilot sites within agreed upon timelines.
- The establishment of local offices and the management of the local office staff (linkage facilitators) within the pilot sites.
- Stakeholder engagement at provincial level including reporting implementation progress to the relevant provincial governance structures.
- Assisting the National Business Development Manager to identify site specific linkages and develop strategies to engage potential linkage providers.
- Compile and submit monthly progress reports to the National Programme Manager.

### 5. Output/ Deliverables:

- Socialisation of the project at provincial, district and local municipal level.

- Establishment of local offices and management of local office staff
- Site work plans and input into the linkage strategies.
- Monthly progress reports and final close-out report at end of the pilot.

## 6. Safeguarding

The selected service provider has the responsibility to consider and be aware of potential safeguarding issues and the project's potential to integrate gender dimensions and contribute to the advancement of gender equality in addressing the Terms of Reference and be able to demonstrate due diligence in relation to the protection and safeguarding of children and vulnerable groups as per strategies designed to support and manage ongoing risk and abuse, exploitation or neglect of participants in this research project.

## 7. Required skills and qualifications

Applications from interested individuals must provide evidence of the technical capacity to undertake this exercise. This includes capacity to deliver the results in the timeframe provided, as well as prior experience in coordinating large projects and engaging with stakeholder in the private and public sector. CVs of applicants must be included. The required skills / qualifications include the following:

- Degree in development studies/social sciences, a project management qualification with at least 3 years in day- to-day project management (a post graduate qualification will be advantageous).
- At least 3 years' experience in managing teams.
- Experience working in community development programs and/or livelihoods promotion programs.
- Experience in stakeholder management.
- Excellent communication, written and verbal skills in English is essential.
- Excellent computer literacy, including report writing skills.
- Personal commitment, efficiency and flexibility, teamwork spirit with the ability to work independently or under minimum supervision.
- Valid drivers' license and own transport (Be willing to travel extensively across the three provinces)

## 8. Reporting Requirements

The consultant will report directly to the Generating Better Livelihoods for Grant Recipients Project: National Programme Manager. For operational purposes, the consultant will also report to the provincial leads in the pilot provinces or any recommended provincial structure.

## 9. Submission and timing

CVs: CVs for the role should be submitted by close of business on 17 March 2023 at 17:00 (SAST) by email to [info@finmark.org.za](mailto:info@finmark.org.za).

Timing: It is envisaged that the project will run for a duration of two and half years from the date of contract signing.

The selected consultant must be prepared to meet with FMT and its partners on a date to be announced, for an interview. Once the selection process has been completed, FMT will notify the selected candidate.

## 10. Important to note

If no communication has been received from FMT after 2 months of your submission, please consider yourself as unsuccessful.