



Request for Proposal: Newsroom Senior Staff Mentoring and Professional Development

Introduction:

Dabanga – Radio TV Online is an independent Sudanese news and information broadcaster and publisher, https://www.dabangasudan.org/ar/%d9%85%d9%86-%d9%86%d8%ad%d9%86#google_vignette . Founded in 2008 during the Darfur crisis, Dabanga operates as an exiled media house serving all regions of Sudan. With a unique ability to connect with marginalised and hard-to-reach communities, Dabanga delivers trusted news through shortwave radio, satellite television, and online platforms. Amid Sudan's ongoing crisis, Dabanga is committed to educating, informing, and holding power to account.

We are seeking proposals from experienced professionals to serve as a consultant, mentor, and trainer for our editorial team, ensuring the development of robust newsroom systems and professional growth.

Scope of Work:

The selected consultant will focus on reviewing, planning, and implementing measures to enhance Dabanga's newsgathering and production systems across its broadcast and online platforms. The scope includes, but is not limited to:

1. Review and Planning:

- **Organisational Review:**
 - Assess current newsgathering and production management structures.
 - Evaluate the team's alignment with Dabanga's values, editorial guidelines, and audience policies.
- **Deliverables:**
 - A comprehensive report with recommendations, a work plan, and a timeline addressing identified gaps and proposing solutions.

2. Mentoring, Training, and Implementation:

- Facilitate buy-in from senior editorial staff, team members, and Dabanga's Executive Board to foster engagement and team-building.
- Collaboratively design and implement:
 - Editorial role definitions.
 - Improved workflows and decision-making systems.
- Provide hands-on support during the rollout phase:

- Shadow senior editorial staff during planning, decision-making, and content review to embed new practices.
 - **Deliverables:**
 - Regular progress updates and a final report with recommendations for sustaining improvements.
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Consultant Qualifications:

The ideal candidate should possess the following:

- **Language Proficiency:** Fluency in spoken Arabic (written reports may be in Arabic or English).
 - **Professional Experience:** Minimum of five years in a senior or leadership role in a national or international news organisation, with expertise in multimedia operations.
 - **Mentoring Expertise:** Proven track record in training and mentoring, particularly in culturally sensitive environments.
 - **Organisational Skills:** Demonstrated ability to work remotely, with strong planning and adaptability to overcome challenges.
 - **Team Development:** Experience in fostering organisational culture and team-building in public interest media organisations.
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Proposal Requirements:

Interested individuals are invited to submit a detailed, costed proposal that includes:

1. **Understanding of Dabanga's Needs:**
 - A brief statement outlining your understanding of Dabanga's mission and the objectives of this consultancy.
 2. **Proposed Methodology:**
 - Approach to conducting reviews, delivering training, and mentoring staff.
 - A high-level timeline for key deliverables.
 3. **Relevant Experience:**
 - Examples of past work with similar organisations or in similar roles.
 4. **Budget:**
 - A detailed cost breakdown, including consultancy fees, any anticipated travel or incidental costs, and a proposed payment schedule.
 5. **References:**
 - Contact details of at least two references familiar with your work.
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Submission and Evaluation:

Proposals will be evaluated based on the following criteria:



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Dabanga - Radio TV Online

- Relevance and quality of the proposed methodology.
- Alignment with Dabanga's objectives and priorities.
- Demonstrated expertise and experience.
- Value for money.

Submission Deadline:

Proposals must be submitted by January 31st 2025. Submissions should be sent to info@dabangasudan.org.

Proposal Period:

Implementation for and estimated 12-weeks between March and October 2025.

Contact for Queries:

For questions or additional information, please contact Dabanga's Managing Director Nigel Ballard, nigel@dabangasudan.org.

Dabanga is committed to advancing independent journalism and supporting Sudan's marginalised communities. We look forward to receiving your proposals to help strengthen our newsroom and deliver on our mission.