



NATIONAL COUNCIL FOR NOMADIC EDUCATION
IN KENYA
(NACONEK)



Armed
27/01/2026.

EXPRESSION OF INTEREST (EOI) FOR PROVISION OF
CONSULTANCY SERVICES FOR INSTITUTIONAL
CAPACITY STRENGTHENING

TENDER NO: NACONEK/EOI/01/2025-2026

1. Background Information

The National Council for Nomadic Education in Kenya (NACONEK) is a Semi-Autonomous Government Agency in the Ministry of Education. Its establishment was informed by twin documents of Policy Framework for Nomadic Education in Kenya, 2009 and Session Paper No. 14 of 2012. Further, the Council was established under Section 94 of the Basic Education Act of 2013 and officially launched in May 2015.

The establishment of NACONEK is contained in;

- (i) Sessional Paper No. 2 of 2015 on reforming education and training sector in Kenya
- (ii) Sessional Paper No.8 of October 2012 on the "Policy for suitable development of Northern Kenya and other arid lands" releasing our full potential"
- (iii) The Basic Education Act 2013, section 94 and the Sixth 6th Schedule
- (iv) The Policy Framework for Nomadic Education in Kenya, 2010
- (v) The National Education Sector Plan (NESP)
- (vi) The Constitution of Kenya, 2010
 - *Article 56(b) also stipulates that ".... the state shall put in place affirmative action programs designed to ensure that minorities and marginalised groups are provided with special opportunities in education and economic fields"*
 - *Basic Education Act 2013. Section 39 (C) states that it shall be the duty of the Cabinet Secretary to.... ensure that children belonging to marginalized, vulnerable or disadvantaged groups are not discriminated against and prevented from pursuing and completing basic education."*

The Sixth Schedule of the Education Act 2013 spells out the functions of NACONEK as follows:

- i. Initiate the development, implementation and review of policies on all matters relating to education in the ASAL areas, Pockets of Poverty regions and Urban Informal Settlements of Kenya. e.g. Nomadic Education policy;
- ii. Mobilize funds and other resources from various sources for the development of nomadic education in order to support relevant activities of the Council;
- iii. Institutionalize mechanisms for effective coordination, monitoring and evaluation of the activities of agencies involved in the provision of education in the ASAL areas, Pockets of Poverty regions and Urban Informal Settlements of Kenya;
- iv. Implement guidelines and ensure geographical spread of education activities and targets for the ASAL areas, Pockets of Poverty regions and Urban Informal Settlements of Kenya;
- v. Establish appropriate linkages and partnerships with other participating departments and agencies;
- vi. Determine standards and skills to be attained in schools and institutions of learning within the ASAL areas, Pockets of Poverty regions and Urban Informal Settlements of Kenya and review such standards from time to time; and
- vii. Collate, analyse and publish information on education activities in the ASAL areas, Pockets of Poverty regions and Urban Informal Settlements of Kenya.

2. Projects and Programs at NACONEK

Since inception in 2015, the Council has been implementing its projects and programs with grants from the Government of Kenya (GoK) complemented by various partners.

In 2016 to 2019, the Council implemented a tripartite (NACONEK/IRK/AKF) 3-year project "Improving Social and Economic Opportunities for Youth in Northern Kenya project" financed by the European Union. This project had an overall objective of improving social and economic opportunities for vulnerable young women and men aged 15-35 in Lamu, Garissa and Mandera counties. Specifically, the project aimed to facilitate greater employment and income generation opportunities for youth by working with a broad range of stakeholders including Youth-Led Organizations leaders & members, TVET institutions managers, potential employers in the private sector, Civil Society Organizations (CSOs), religious leaders, learning institution's Board of Management (BoM) members, and both National & County Government departmental and officials. The project had three specific objectives stated as follows: (i) To strengthen the institutional capacity of three networks of CSOs to deliver effective, inclusive socio-economic programming for youth across the three counties; (ii) to enhance the quality of school and TVET curriculum to deliver value-based education and market-led skills for vulnerable youth; and (iii) to improve dialogue, engagement and understanding between county government, youth and various stakeholders (religious leaders, schools, CSOs) on matters affecting youth.

Between January 2021 and December 2023, the Council alongside UNICEF successfully implemented "Operation Come-to-School Programme in Kenya": a project financed by Education-Above-All/Educate-A-Child. The three-year project which was an expansion of the first phase sought to increase the number of Out-Of-School children enrolled in the education system and enhance their retention across sixteen counties with the highest number of OOSC. The project had an overall objective/goal of providing equitable access to quality primary education opportunities to 250,000 (50% girls and 5% children with disability) Out-Of-School Children in Kenya. The project targeted to bring 250,000 OOSC (50% girls, 50% boys and 5% children with disabilities) to school within 3 years, this comprises 125,000 boys and 125,000 girls including 12,500 children with disabilities by 2023. The project covered the following counties with the highest number of OOSC include Garissa, Wajir, Turkana, Marsabit, Samburu, Isiolo, West Pokot, Tana River, Mandera, Nairobi, Kilifi, Kwale, Kajiado, Narok, Baringo and Bungoma. The programme has the following five outcomes:

- (i) *Parents, communities and other partners have increased capacity and accountability to enhance the enrolment and retention of 250,000 OOS girls and boys.*
- (ii) *OOS girls and boys including children with disability have improved access to learning in a child-friendly environment.*
- (iii) *Quality of teaching and learning is strengthened in OOSC hosting schools.*
- (iv) *Opportunities that promote equity and role modelling in the provision of education increased for OOS girls and boys.*
- (v) *Education system has strengthened capacities to provide equitable access to quality education and quality data for OOSC.*

3. Background to the Consultancy

The mandate of the council is to coordinate, mobilize resources, coordinate stakeholders/partnerships and strengthen the management of Education in Nomadic counties in Kenya. NACONEK's coverage is in 15 Nomadic Counties, 9 Pockets of poverty counties and 7 poor urban informal settlements. Organizational restructuring is often driven by significant changes in the organizational strategy or shift in the environment that requires leaders to undertake such a large-scale initiative. In 2018, the Ministry of Education in bid to enhance its service delivery transferred to NACONEK, the following functions which include:

- Schools Meals Programme
- Low Cost Boarding Schools
- Alternative Provision of Basic Education and Training (APBET)
- Coordination of Adult education programmes in the marginalized areas
- Coordination and partnership of Education partners in the Marginalized areas
- ICT in the marginalized areas

As a dynamic institution, NACONEK has been promising on securing strategic partnership to deliver on its mandate. NACONEK is advanced stage to implement various projects with leading global development partners including World Bank, African Development Bank (AfDB), Education Above All (EAA), Rockefeller Foundation, UNICEF and WFP. These partners are interested in partnerships in the areas of School Meals Programme, Out-of-School Children, WASH for Schools and Climate Change action.

The expanded mandate of the Council and influx of new projects required a substantive staff to complement those seconded from the Ministry of Education. In FY 2022/23, the Council was approved to employ low to middle cadre staff to support its functions. The council has continued to grow its mandate and attract new projects as well as partnerships.

To ensure effective and efficient operations and programming, the Council would therefore wish to acquire the services of a consulting firm to bridge the gap in the staffing levels by providing Technical Support in the following key areas;

1) School Meals Programme

During the FY 2022/2023, NACONEK was handed the function of School Meals Programme that is implemented in two folds; first, in-kind which targets delivery of food stuffs in ten arid counties. Second, cash transfers to vulnerable target schools in the 14 counties within the semi-arid lands of Kenya. The council requires technical support in its overall supply chain management to ensure timely procurement and delivery of the food stuffs. Additionally, the bulk cash transfers to schools needs monitoring framework to ensure that the grants are used appropriately.

2) Integration of Duksi and Madrasa, PPI into the Basic Education

Integration of Duksi and Madrassa education system into the formal curriculum is by far the best way to bring on board the hundreds of pupils learning under the system into the formal education. Currently pupils under the system are classified as out of school yet the opposite is true. The integration of these learners will imply that they will benefit like any child in Kenya with the capitation grants and school feeding program and any other government interventions. However, the intervention can only happen when your ideas are on board, including discussing avenues for establishing a framework for integration of Duksi and Madrassa into formal education system in Kenya. The daunting task of integrating Duksi and Madrassa into formal basic education means that the Council requires expert support on the same.

3) Coordination of Low Cost Public Boarding Primary Schools

The Low Cost boarding School model was established through the community efforts to enhance access, retention and completion of learners in the ASALs of Kenya. Since establishment, the government has been financing the Low Cost Boarding schools with a grant of Kshs. 4,000 per child amounting close to Kshs. 400,000,000. This function was partly transferred to NACONEK via Ministerial memo. Currently, it is a full function as espoused in the Presidential Working Party Report on Education reforms in Kenya. NACONEK intends to work with development partners to increase enrolment and retention of pupils in schools in Arid and Semi-Arid Lands (ASALs). This follows concerns that many children of school going age from the pastoralist communities are still out of school despite the introduction of free primary and subsidized secondary education. Due to the migratory nature of the pastoral communities, NACONEK will construct, rehabilitate and equip at least one boarding Primary school in each constituency of the ASAL districts. This will go a long way to increase the enrollment rates and ensure equity in education indicators for these disadvantaged areas. To ensure that the function complements efforts of ensuring increased retention and transition of learners in the ASALs in Kenya, expert knowledge is required to support these efforts.

4) Skills Development & Empowerment of Youth for gainful employment

NACONEK's major concern is the growing extent of youth unemployment that poses a fundamental challenge to sustainable development. The high rate of youth unemployment in the country also has a direct link to the escalating crime rate, abuse and exploitation among the youth. Young people (18 – 34 years old) constitute 29% of Kenyan population, out of which 38.9% are jobless. (Kenya National Bureau of Statistics, 2019). This demography represents opportunities as well as challenges. Failure to meaningfully include the youth in Kenya's social economic development agenda will not only worsen the current unemployment trends, but also contribute to increased crime and violence. According to the International Labour Organization (2008), low levels of education and skills training among majority of the youth, greatly limit their chances of being absorbed into and participating in the formal sector. Technical and vocational training is central to youth employment. It prepares young people for work in the formal and informal sector and thus plays an important role in employment creation. The better the training and the more refined the skills are in terms of human capital, the higher the income and returns and the better the livelihoods

of youth. The council requires expert support to ensure that both the in-school and out-of-school youth are proactively engaged in the technical and vocational skilling for gainful employment.

5) Climate SMART & Greening Initiatives in Schools

Satellite data reveal widespread changes in Earth's vegetation cover. Regions intensively attended to by humans are mostly greening due to land management. Natural vegetation, on the other hand, is exhibiting patterns of both greening and browning in all continents. Devastating disruptions due to climate change is undermining the country's progress and aspirations for economic development. The Ministry of Education is keen that the environment for learners should be clean, with fresh aeration, pleasant and comfortable to work in. Such conditions include: micro-climate with reduced temperatures in the arid areas owing to tree canopy; access and availability of portable first-degree quality water, food and nutrition security for humans and livestock; and healthy school population. The Council requires expert support promote the NACONEK Integrated Water, Food and Energy for Sustainable Schools (NIWFESS). Additionally, expert support will be required to scale-up and scale-out best practices for the Home-Grown Food & Nutrition Solution including the Centralized Kitchen Systems model.

6) WASH in Education

The Ministry of Education and its agencies are cognizant of the fact that every child has the right to a quality education, which includes access to drinking water, sanitation and hygiene (WASH) services while at school. Children spend a significant portion of their day at school, where WASH services can impact student learning, health, and dignity, particularly for girls. The inclusion of WASH in schools in the Sustainable Development Goals (targets 4.a, 6.1, 6.2) represents increasing recognition of their importance as key components of a 'safe, non-violent, inclusive and effective learning environment' and as part of 'universal' WASH access, which emphasizes the need for WASH outside of the home. The recognition of the importance of WASH in schools in Kenya, provides NACONEK with the opportunity to invest in expert support to strengthen:

- Promotion of public health education (including sanitation and hygiene practices) in Schools in the marginalized areas of Kenya;
- Collection and safe disposal of used school meal items for recycling;
- Provision of innovation technologies on handing washing facilities and clean Water in Schools.

4. Objective of the Consultancy

The primary objective of the assignment for the consultancy services is to offer technical support to the Council's Technical Division Head and allied section heads in the overall development and implementation of the six (6) programmatic areas and where applicable. Additionally, the Consulting firm shall provide technical support to all social aspects of the council's projects that include stakeholders' engagement and grievance redress mechanism.

5. Scope of Services

The scope of work is spread in the entire geographical coverage areas of the Council.

6. Specific Tasks

The main assignment includes and not limited to the following tasks:

a) General Technical Support to the Council

- Providing expert advice to the Technical Head and the allied Section heads of the six (6) areas.
- Provide overall technical assistance to the Council's projects on safeguard issues regarding Planning and Survey, and infrastructure projects and advice on ways to manage social risks.
- Participate in Development partner missions, including preparation of progress reports and supervising the implementation of agreed actions during such missions.
- Participate, as a team member in analytical, strategic, and policy issues regarding the Council's social impacts and safeguards.
- Any other relevant assignment as may be required from time to time.

b) Review of related technical head's tasks and Reports

- Assist the Technical Head to review the submissions from section heads engaged on implementation of work plans; and ensure effective quality control systems are in place and the submitted work is in compliance with performance contracts and Government of Kenya (GOK) quality standards.
- Assist Technical Head to offer technical support to the project team involved in the preparation of project implementation requirements and safeguard instruments when required to ensure the assignments are completed within time and required standards.

c) Review of Reports

- Review the activity based reports, and stakeholder/community participation reports.
- Review and advice on the adequacy of project related requirements submitted for approval.
- Assist the Technical division to undertake liaison with the development partners to ensure the prepared project implementation and safeguard instruments are cleared and disclosed.
- Assist the project teams in ensuring the necessary revisions proposed by the development partners on project documents are incorporated in a timely manner.
- Review implementation reports submitted by component leads and process owners.

d) Support allied section heads

- Assess operations, project implementation and safeguards problems/challenges and provide appropriate technical advice to the section heads.
- Responsible to ensure that effective implementation, monitoring and supervision tools are developed and implemented for programs and projects.
- Ensure all technical inputs and cost estimates related to the implementation of the projects and programs are incorporated and addressed as appropriate.
- Support the operationalization of the grievance redress mechanisms in all the operations and projects have been conducted including providing technical capacity.
- Assist the program and project teams in undertaking continuous capacity enhancement.
- Assist the council in ensuring that all the projects are compliant with the development partners' requirements.
- Assist in the design and implementation of an effective system for verification of the council's Project Affected Persons (PAPs), Affected Assets, and Livelihoods whenever there is an intervention.
- Assist the council to maintain a proper documentation system for all the projects/programs implementation reports.
- Ensure that there is a working stakeholder engagement plan throughout the life of the projects.
- Ensure that all other social risks are properly managed.

e) Monitoring and Reporting

- Assist in the preparation of quarterly work plans, quarterly and annual performance reports for the council.
- Assist in preparation of all reports and presentations as may be required from time to time, by the council.
- Identify and manage risks and initiate corrective action where necessary, so that maximum benefit to stakeholders is achieved.
- Carry out projects or safeguard completion audits for completed projects as part of internal process and impact evaluation.

f) Outputs

- Approved and disclosed requirements as applicable by the development partners and the project
- Monthly Progress reports
- Activity-based Implementation Reports
- Stakeholder and Community consultation reports
- Projects and Safeguard completion audit reports

7. Duration and Location

It is intended that this Consultancy will be contracted for an initial period of six (6) Months from the date of commencement. This period is subject to continuity for a further Twenty four (24) Months based on satisfactory performance. The consultancy function shall be based in Nairobi, Kenya, at the National Council for Nomadic Education of Kenya (NACONEK). It may involve travels to the geographical coverage areas of the council.

8. Requisite Qualifications and Experience of Expert Leads

The consulting firm shall present a team of lead consultants with the following qualifications to offer the following key services:

S/No.	Key Expertise	Roles and Responsibilities
1	Lead WASH & Climate Change Action (Over 5 years of experience)	To provide technical advice in NACONEK's innovations (Research & Development) on matters of WASH and climate change Action: <ul style="list-style-type: none">Conduct feasibility studies that inform interventions;Model Homegrown interventions through pilot frameworks under NIWFESS approach;Harness sustainable school-based energy solutions.
2	Muslim Scholar (Over 5 years of experience and playing lead role in innovation system in Islamic Education and strategies for Integration in formal education)	Support the Council to provide Islamic religious guidance to Muslim community and leadership for unifying the Muslims to deliver on integration of D&M into formal education system in Kenya through: <ul style="list-style-type: none">Operationalize the provision of section 95(2)(e) of the Basic Education ActDevelop Duksi and Madrasa Curriculum Framework to guide integration;Conduct training for Duksi/Chuo and Madrasa technical working group committee of experts on how to develop a Curriculum Framework (CF);Development of training Manual for Duksi/Chuo panelists;Improve and standardize the Madrasa Curriculum;Facilitate Certification, Equation and Accreditation of D&M instructors;Develop Guidelines of Integration of D&M and PPI into formal Basic Education;Conduct Community sensitization and Mobilization on the integration of D&M and formal Education; andConduct Training and Capacity building of D&M instructors.

4	Projects and Programmes Lead (Over 5 years of experience in through data, information and reporting processes and Project Management and products to ensure professional, high-quality coordination of M&E)	To manage coordination of Programmes/projects through data, information and reporting processes and products to ensure professional, high-quality communication about NACONEK's programmatic activities and results.
5	Associate Consultants	<p>With the above lead expert qualifications and experience, the rest of the times need to possess a mix of talents towards offering services to meet the scope of engagement:</p> <ul style="list-style-type: none"> • University degree in social sciences, a Master's degree in Social Sciences will be an added advantage, expertise in the fields of Education, sustainable development and Resource mobilization. • Minimum five years of work experience in organizational development, human resource management change management processes. • Solid technical knowledge of WASH, Climate Change initiatives, Strategic Management of Education in Nomadic areas like curriculum, tools, challenges and resources allocation. • Demonstrated experience with analytical and report writing skills. • Experience in program management and understanding of the planning and funding cycles of the public sector and development financing organizations • Well versed with sustainable development issues, vision 2030, BETA Model, NESSIP, MTPs and Big Four Agenda amongst other key Development plans. • Sound understanding of government operations and international development engagement processes is desirable

9. Administration of the Consultant's services

The Council will designate the Head of Technical Division as the supervisor of the consulting firm who shall be responsible for coordination of activities of the assignment. On a day-to-day work basis, the team of the consulting firm shall work and report to the Heads of sections of the six thematic areas (Program Management and Coordination).

10. Responsibility of the Client

The Council will provide working space adequately equipped and furnished, provide free of charge all available existing information including the communication strategy, data, reports and clips and will assist the consulting firm in obtaining other relevant information and materials from governmental institutions and state authorities where necessary. However, it is the duty of the consulting firm to check availability, quality and suitability of this information. The information, data, reports as mentioned above will be available for the consultant's unlimited use during execution of the proposed services within the project. Where travelling individually on the Council's duties, subsistence allowance shall be paid in the equivalence of the Public Service Job Group P rates. All individual travel shall be approved prior to the task by the Head of Technical Division. In case of any international travel, it must be in compliance with the Public service commission regulation.

16. Submission .

EOI should be submitted electronically on the E-GP system.

Interested and qualified firms are invited to send their application with subject title as "EXPRESSION OF INTEREST (EOI) FOR PROVISION OF CONSULTANCY SERVICES FOR INSTITUTIONAL CAPACITY STRENGTHENING TENDER NO: NACONEK/EOI/01/2025-2026

An applicant having any queries regarding the EOI Document or Scope of Work may obtain further information during office hours from 0900 to 1600 hours East African Time (EAT), Monday to Friday, excluding lunch hour (1300-1400) and public holidays, at the address provided or can send an e-mail to procuremnt@naconeck.go.ke

Secretary/CEO
National Council for Nomadic Education in Kenya
Uchumi House, 6th Floor, along Aga Khan Walk.
P.O BOX 30040-00100 NAIROBI

All enquiries must clearly specify the tender title, number and section being queried.

17. Evaluation of EOI

NACONEK shall be free to:

- Accept the whole, or part only, of any submission
- Accept none of the proposals
- Republish this Expression of Interest (EOI)

NACONEK reserves the right to keep confidential the circumstances that have been considered for the selection of the offers. Part of the evaluation process may include a presentation from the Consulting firms.

18. Selection Criteria

The following selection criteria will be used:

Evaluation	Criteria	Scoring Weight
Technical Requirements	1. <i>Specific Experience of recruitment of the agency/organization relevant to public sector.</i> 2. <i>Specific Experience of team members in Recruitment and Selection</i> 3. <i>Experience of government-led projects and programs</i> 4. <i>Diversity within the team members</i> 5. <i>Specific Support/Provision of access to vulnerable or marginalized populations</i>	40% 25% 15% 10% 10% 100%

Consultants who attain a total of 80% or more marks shall be shortlisted for the RFP stage.

Gender Responsive Procurement:

NACONEK defines a gender-responsive business as one that meets criteria for integrating gender equality and women's empowerment principles in its policies and practices, and which is aligned to international norms and standards. This could be:

- a. **100% Women-owned business:** A legal entity in any field that is more than 51% owned.

11. Responsibilities of the Consultant

The Consultant shall be responsible for their own transport, accommodation, insurance, Airtime and other associated costs. The consultant is expected to undertake activities that will ensure that outputs are consistent with the professional and legal requirements. All outputs will be presented using modern techniques/technology and will form part of the digital land information systems for informal settlements being generated by the Project. It is also required that the data is generated through a consultative process that guarantees authenticity and ownership.

12. Reporting Requirements

The Consulting firm will prepare a monthly report highlighting the tasks performed, challenges, and specific recommendations on key action that should be taken to steer the project to success. The Consulting firm shall also, where required, prepare summary of status report(s) of works execution. All reports prepared by the Consulting shall be reviewed and submitted to the Chief Executive through the Head of Technical Division. The consulting firm will submit to the Chief Executive, a monthly timesheet, with a supporting invoice, as the basis for payment for the consultancy services.

13. Remuneration

The Consulting firm shall be remunerated based on a monthly rate, which will be negotiated with the successful candidate during Negotiations. Remuneration will be based on national competitive rates. Commensurate with the selected candidate's area of expertise and work experience, provided he or she has satisfactorily fulfilled all requirements stipulated hereinabove. Payment shall be monthly upon submission and approval of the monthly reports, timesheets and invoice. Costs incurred by the Consulting firm outside the head office will be reimbursed upon submission of a statement of expense and verifiable supporting documentation.

14. Insurance

The Contractor is fully responsible for arranging, at his or her own expense, such life, health and other forms of insurance covering the term of this contract as he or she deems appropriate. The Contractor is not eligible to participate in the life or health insurance schemes available to NACONEK and Ministry of Education civil servants' scheme. The Contractor. Any additional costs incurred by NACONEK resulting from the termination of the contract by either party may be withheld from any amount otherwise due to the Contractor.

15. List of documents to be submitted with the Expression of Interest (EOI)

In the Expression of Interest (EOI), interested firms shall provide the following:

- A copy of company registration Certificate;
- A Company profile that includes CVs of team members with relevant experience;
- A KRA PIN Certificate;
- A copy of current fiscal year's Tax Compliance Certificate
- A summary of the proposed methodology and plan to be used once awarded the tender

- managed and controlled by one or more women.
- b. **Women-led business:** A legal entity in any field that has a minimum of 50% women representation in management with senior-level, strategic decision-making capabilities.
- c. **Gender-responsive business:** Legal entity that actively promotes gender equality and empowerment of women and young women through their policies and labour practices.

Evaluation Criteria for the EOI

The Consulting firms that fulfil the requirements in eligibility criteria above will be evaluated further. A scoring system will be used to rank the firms. The list of firms qualified in EOI process will be notified of the time for the submission of RFP.

N/B

Expression of interest not meeting the basic content above and received after the deadline will not be considered.