



PEACEFUL Project - Promoting Ecosystems and Communities for Enhanced Livelihoods through Understanding and Learning

Terms of Reference (TOR)

Call for,

Consultant to lead and facilitate Training on Gender, Peace and Conflict Management

Introduction

Caritas Switzerland (CACH), with the support of the Swiss Agency for Development and Cooperation (SDC), is implementing the *PEACEFUL (Promoting Ecosystems and Communities for Enhanced Livelihoods through Understanding and Learning)* project in South Sudan. This initiative adopts a HDP-Triple Nexus approach, integrating humanitarian, development, and peacebuilding strategies to address the complex challenges faced by vulnerable communities in Eastern and Central Equatoria. The project is being executed by a consortium of five experienced organizations: Caritas Switzerland (CACH, the lead partner), the Organic Farming Advisory Organization (OFAO), Caritas Yei, Caritas Torit, and the Justice and Peace Commission Torit (JPC Torit). Together, these partners are committed to improving the livelihoods and resilience of returnees and host communities across selected counties in the region.

The primary objective of the project is to enhance food security and bolster community resilience through the sustainable management and governance of natural resources. This will be achieved by fostering alternative income opportunities, promoting non-violent conflict resolution, and preventing Gender-Based Violence (GBV). These efforts aim to create a more peaceful, prosperous, and stable environment for the affected communities.

In line with the goals of the project, CACH now invites applications from qualified firms, organizations, or individual consultants to provide specialized training on Gender-Based Violence, Peace, and Conflict Management. This training will be critical in empowering local communities and project stakeholders to effectively address the challenges of GBV and conflict, while promoting sustainable peace and development.

Objective of the Consultancy

The primary objective of this consultancy is to design and deliver a series of comprehensive and contextually relevant training sessions focused on Gender-Based Violence (GBV) and Peacebuilding. These sessions will target a diverse range of stakeholders, including community leaders, project staff, and local authorities. The training aims to deepen participants' understanding of key gender, peace, and conflict issues, while equipping them with practical skills to address these challenges effectively within their communities. Additionally, the consultancy will foster a collaborative approach, encouraging stakeholders to work together to prevent GBV, resolve conflicts non-violently, and promote social cohesion.

Furthermore, the training will enhance the capacity of project staff, providing them with a thorough understanding of the critical topics of GBV, peace, and conflict management. This will ensure that staff continue to implement the project's objectives and contribute to the overall goal of improving livelihoods, resilience, and security in the target regions. By empowering stakeholders with the knowledge and tools necessary to address these pressing issues, the consultancy will support the creation of a more peaceful and resilient environment for both returnees and host communities in Eastern and Central Equatoria.

Scope of Work

1. **Training Locations:** The training will be conducted in Yei and Torit counties
2. **Development of Training Module:** The consultant will develop a comprehensive training module that covers essential concepts and best practices related to Gender-Based Violence (GBV), Peacebuilding, and Conflict Management. The module should be highly interactive, incorporating practical activities, case studies, and role-playing exercises that foster engagement and ensure that participants can apply what they learn.

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3. **Facilitation of Training Sessions:** The consultant will facilitate the training sessions in a manner that ensures active participation, inclusivity, and knowledge sharing. Sessions should be interactive and engaging, creating a space for community leaders, project staff, and local authorities to discuss real-world challenges and collaboratively devise solutions. The facilitator will also ensure that the training is contextually relevant, taking into consideration the local cultural, social, and political dynamics of Yei and Torit counties.
4. **Post-Training Support:** After the training sessions, the consultant will provide post-training support to reinforce learning. This will include offering resources such as toolkits, reference materials, and ongoing guidance to help participants effectively implement the skills and knowledge gained during the training in their respective roles. The support will aim to enhance the long-term impact of the training and ensure that participants are equipped to address GBV, conflict, and peace issues sustainably.
5. **Evaluation and Impact Assessment:** The effectiveness of the training will be thoroughly assessed using a combination of feedback forms, follow-up sessions, and impact assessments. The evaluation process will gather input from participants to gauge their level of understanding, identify areas for improvement, and assess the overall impact of the training on their capacity to manage gender, peace, and conflict issues in their communities. This feedback will inform future training sessions and contribute to the continuous improvement.

Deliverables

1. **Comprehensive Training Module on Gender, Peace, and Conflict Management:** A detailed and contextually relevant training module will be developed, covering key topics on Gender-Based Violence (GBV), Peacebuilding, and Conflict Management.
2. **Documentation of Training Sessions:** A thorough record and report of the training sessions will be compiled, including attendance records, detailed session materials, and any interactive tools used during the training. This documentation will also capture participant evaluations to assess the effectiveness of the sessions and provide insights into the learning process.
3. **Final Report with Training Outcomes and Recommendations:** A comprehensive final report will be prepared, summarizing the outcomes of the training, including an analysis of the participant feedback collected through evaluations and follow-up assessments. The report will provide a clear overview of the effectiveness of the training in meeting its objectives, including an evaluation of how well it equipped stakeholders with the necessary tools to address GBV, conflict, and peace issues in their communities. Additionally, the report will include recommendations for future initiatives, offering guidance on how to further improve training approaches, content, and delivery methods for greater impact in the future.

Duration:

- The consultancy will take a period of 6 days, with each location taking 3 days and 1 day per topic each i.e GBV, Peace and Conflict Management
- A time frame for delivery of contextualized training material shall be discussed after successful candidate is selected

Qualifications:

- Demonstrated expertise in Gender, Peacebuilding, and Conflict Management, with a particular focus on training and capacity-building initiatives aimed at empowering communities and stakeholders to address complex issues effectively.
- Extensive experience working with diverse groups, with the ability to adapt methodologies to suit different cultural, social, and community contexts, ensuring that training is relevant, inclusive, and impactful.

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- Exceptional facilitation skills, with a proven ability to engage and motivate participants, creating a dynamic and participatory learning environment that fosters active involvement and knowledge retention.
- Strong analytical, reporting, and communication skills, with the capacity to synthesize complex information into clear, actionable insights, and effectively communicate with a wide range of stakeholders.
- Proficient in moderation and facilitation, with a track record of successfully leading group discussions, managing diverse perspectives, and creating collaborative spaces for problem-solving.
- Expertise in providing practical, real-world examples of Women, Peace, and Security (WPS), illustrating how women's participation in peace processes and decision-making is essential to building sustainable peace and security in conflict-affected contexts.

Requirements for Application:

1. **Detailed Narrative Proposal:** The firm or consultant is required to submit a comprehensive narrative proposal outlining their training approach and methodology. This should include a clear description of how the training will be designed, structured, and delivered, ensuring alignment with the objectives of the project. The proposal should also detail the interactive and participatory methods that will be employed to engage stakeholders effectively and address the specific needs of the communities in Yei and Torit counties.
2. **Strategic Plan Proposal:** In addition to the training approach, the firm or consultant must present a separate proposal outlining the plan and methodology for developing a strategic plan to complete the training. This plan should address key deliverables, timelines, and the specific steps that will be taken to ensure the successful execution of the training and its alignment with project goals. The methodology should also outline how the strategic plan will facilitate the sustainability and long-term impact of the training sessions.
3. **Financial Proposal:** A detailed financial proposal must accompany the narrative submission, including a breakdown of all associated costs. This should cover professional fees, per diem, the production of printed training materials, and any other relevant expenses. It is important that the financial proposal is clear and itemized, ensuring full transparency of costs. Travel and accommodation expenses will be covered separately by the organization and should not be included in the proposal

Reporting

The consultant will report directly to the Project Manager and will provide regular updates on the progress of the training sessions and any challenges encountered.

Application Process

Interested candidates are invited to submit a comprehensive proposal that includes a detailed narrative outlining their approach, methodology, and timeline for the training, along with a financial proposal that breaks down all associated costs. Additionally, candidates should provide a CV highlighting relevant experience in Gender, Peacebuilding, and Conflict Management training, as well as at least two professional references. The submission should demonstrate the candidate's ability to deliver high-quality training aligned with the TORs above.

Applications should be submitted to tgonda@caritas.ch and cc jduku@caritas.ch and cwalsh@caritas.ch

Deadline for Application

All proposals must be submitted by 21st March 2025.