

Terms of Reference
For
Facilitation and Peace Committees Training

1. Introduction

Islamic Relief South Sudan are organising a training for local peace committees in as Warrap part of a project entitled “Warrap Resilience and Adaptation Project – South Sudan (WRAP)”. The peace training is one of project activities.

It is intended to discuss the differences and revitalize the already formed Peace Initiative Committees (PIC) to promote reconciliation and peace building thereby reduce conflicts that has hampered development in parts of the County. The workshop therefore is expected to create an open and free space for each of the peace committee to share their thoughts. An academic consultant is sought to co-facilitate these discussions in Warrap Tonj North County on 20th May 2020

2. Background

Islamic Relief Worldwide- South Sudan is an international humanitarian organization that has been working with vulnerable communities in South Sudan since 2004. With funding from IR UK, IRSS is currently implementing a Warrap Resilience and Adaptation Project – South Sudan (WRAP) project for rural communities in Warrap, Tonj North county South Sudan. The purpose of the project is to increase access to food security and improve livelihood of drought and conflict affected population in the project area. Inter-communal resource conflict is rife with fighting between communities in Akop, Marialou, Rualbet, ALABEK and Awul experienced continuously. This has made it difficult for farmers and agro-pastoralist to engage in farming or tending of livestock. The resultant effect is hunger, high malnutrition and death in some instances. Effective community conflict mitigation is therefore important in implementation of the proposed livelihood interventions. The project has facilitated formation of Peace Initiative Committees (PIC) in each of the four targeted payams whose role is to bring reconciliation and peace building thereby reducing conflicts which have derailed development in the County. Out of these, it is expected that Target communities live in peaceful co-existence with their neighbours and amicable resolution of conflict at the community level will be emphasized.

3. Purpose

The key purpose of this assignment is to train Peace Initiative Committees on understanding of the causes and dynamics of conflict(s) in the four payams where IRW South Sudan works. The analysis will also provide quality inputs and strategic road map on effectively engagement and mainstreaming of peace building and conflict transformation at the community level. In

addition to that, the analysis will identify the required capacity gaps and training needs within PICs and IRW SS field staff for delivering effective conflict-sensitive programs in the targeted communities in order to maximise its positive impact on the current conflict.

4. Scope of Work

- Undertake a conflict sensitive analysis and establish a community peace early warning system.
- To map the current capacity and assess the training needs of the Local Peace committee and field staff for conflict sensitive program delivery.
- Carry out training of 75 members of Local (County) Peace Committees on peace building and conflict management.

Scope of the Analysis

The consultancy work will be focused on; in-depth examination of the conflict, its characteristics, causes and dynamics, its impact on communities on Tonj North, identify potential opportunities for peace building initiatives within the current context. It will also include capacity assessment and the training needs analysis for design and delivery of capacity building training for County (Local) Peace Committees. The analysis will be carried out at the local level.

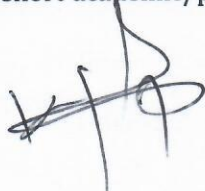
5. Scope and deliverables:

The final product is a Conflict Resolution and Management module that contains information, scenarios, exercises and training activities to train conflict resolution and management at the local community level. The consultant will also be required to train PICs and field staff as ToT for them to deliver the module to the rest of the community. Topics to be covered should include but not limited to;

- Different types of conflicts
 - Causes of conflicts
 - Methods of resolving conflicts, the pros and cons of each method
 - Appropriate tools for conflict analysis
 - Peace building and management
 - Youth and gender lenses in peace building and conflict resolution
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6. Methodology

This training brings together religious leaders, youth, women chiefs and Government. An adult learning methodology is required so that learning is pegged to experience and free space to reflect. So, it is expected that an interactive methodology is applied taking into account the principles of Do No Harm given the nature of the training. That is different peace groups are involved. To elicit critical thinking short academic/position papers will be presented to set the tone of discussions.



Sensitivity to sacred text, symbols, rites and dogmatic beliefs need to be treated or criticized with extra care despite the open space.

7. Output

- Position papers on peace and conflict resolution:
 - A training report of no more than 10 pages
 - Peace committees have agreed on an action plan or recommendations to position themselves and better respond to community needs with less criticism from secular government (building on strengths to maximize opportunities; And eliminating weaknesses, and mitigate threats)
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8. Roles and Responsibilities

a) Responsibilities of the Consultant

- i. Identify renowned local scholars who have thorough knowledge and understanding on communities Tonj North to present position papers on peace and reconciliation
- ii. Share position papers with IRSS review at least four days before the workshop
- iii. Draft training schedule and present to Islamic Relief for review and approval at least four days before the training.
- iv. Moderate presentation of position papers
- v. Facilitate sessions in the four (4) days conference in two deferent location each location 2 days conference.
- vi. Managing group dynamics and guiding discussions
- vii. Submit a training report within a week after the training is delivered the hard copy of the training material used.

b) Islamic Relief's Responsibilities

- i. Organize all the logistics of the workshops including venue, meals and refreshment, stationary, equipment and invitation of participants and their travels/transportation
 - ii. Pay the consultant upon completion of the above tasks
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9. Specifications of the preferred consultant(s)

a) Qualification

- i. A minimum of Master's degree in conflict resolution and peace building or related fields relevant to the subject matter

b) Experience

- i. Substantial experience in facilitating similar forums or workshops
- ii. Experience working as a senior leader in a reputable institution
- iii. Writing academic paper

c) Skills/Abilities

- i. Excellent facilitation skills
- ii. Proven ability to influence and critique senior leaders without hurting their feelings or ridiculing them



- iii. Fluent and competent in written and spoken English/Dinka Language
- iv. Analytical and problem solving skills (management of group dynamics)
- v. Self-disciplined with ability to work proactively, using own initiative
- vi. Demonstrates sensitivity and skills in cross cultural and inter faith communication

d) Person's specifications

- i. Motivating, inspiring, supportive and encouraging
- ii. Team orientated
- iii. Demonstrate respect for diversity
- iv. Acts professionally

10. How to apply

- a) Submit i) a technical proposal of no more than two pages ii) financial proposal including daily rate iii) resume of moderator and the two presenters outlining relevant experience in no more than three (4) pages. each
- b) Send your application by email to IRSS.Tender@islamic-relief.or.ke by 8th May, 2020.

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