

Terms of Reference

Training Consultancy on Conflict Resolution and Mediation for Nonviolent Peaceforce Iraq

Background

Nonviolent Peaceforce (NP) established a country office in Iraq in April 2017. NP's initial work focused on the provision of frontline protection services to IDPs along the displacement corridors during the military offensives to retake Islamic State (IS) controlled areas. Since the end of major combat operations against IS, NP has focused its protection response on detentions, returnees, IDPs in camps. As of December 2018 NP launched a new project in Tel Afar aiming to support the monitoring and implementation of a locally brokered peace agreement. Key stakeholders in the al-Ayadiyah sub-district peace agreement, including the sub-district tribal council and youth activists, have expressed their interest to receive training in conflict resolution and mediation. As part of NP's commitment to build the understanding and skills of youth and community leaders in peace and reconciliation actions and to support greater civilian engagement in the peace process, NP will organise an introductory training on conflict resolution and civilian protection for youth and members of the tribal council active in the implementation of the peace agreement.

Nonviolent Peaceforce prevents violence, protects civilians and promotes peace through the unique tool of unarmed civilian protection (UCP) an innovative, evidence-based methodology with a demonstrated track record of reducing violence against civilians across the world. UCP encompasses a variety of strategies to increase the security of civilians, including:

- Providing protective presence and protective accompaniments for vulnerable civilians. This includes, for example, being visibly present in volatile areas through static presence, patrolling, and accompaniment of civilians to prevent imminent violence.
- Leveraging positive, established relationships with duty bearers (those responsible for civilian security such as police, government, or military personnel) to influence them to take action to better protect civilians.
- Leveraging relationships with influential individuals (such as authorities, armed actors, community leaders, and others) to persuade potential perpetrators of violence or parties in conflict to refrain from targeting civilians.
- Conducting "shuttle diplomacy" between groups in conflict to establish conditions in which they would be willing to meet in a safe space.
Bringing together conflicting parties in safe and neutral spaces and/or mediating disputes as necessary and appropriate.
- Building the capacity of vulnerable civilians to protect themselves through training and coaching

Objectives

Nonviolent Peaceforce is seeking a trainer who will prepare, and deliver, two separate two-day trainings on an introduction to conflict resolution as it relates to NP's peacebuilding, mediation and conflict mitigation work. All components of the training should utilize UCP and will be developed using NP's existing training materials on UCP and adapted to the participants. This should be achieved by presenting the scope of UCP methods and exploring which of these are best adapted to their context, will be most useful to them in their current and future engagement in the peace and reconciliation processes and how they can be integrated into their work. The training will be conducted in Arabic. Two

separate trainings will be conducted, each one for a different target group: 1. Youth and 2. Tribal leaders. Each training will be tailored to its target group. Each training will have a maximum of 15-20 participants. The training will be co-facilitated by NP staff to support with integrating UCP into basic conflict resolution theory and practice.

The goal of the training is to enable a network of youth and community leaders from the Ninewa Governorate to build their confidence and skills to play a role in conflict resolution initiatives within their communities over a series of progressive trainings as part of a longer-term capacity building effort. The longer term goal of these capacity building initiatives is to equip participants with the knowledge to analyse their community for possible sources of conflict. They will develop their ability to anticipate conflict and take necessary peaceful measures to prevent conflict from escalating and will build their ability to play a role in local mediation initiatives.

Through this first training, participants be orientated in conflict analysis while mapping and assessing their current efforts to respond to and mitigate conflict. Participants should leave the training with increased clarity on what they can do within their community to contribute to peace. In addition, NP will aim to gain a better understanding of the type of follow up support it can provide them to move forward.

Scope of Work

Outcomes and Outputs

- Increase the understanding of participants about local conflict dynamics (and ways for them to mitigate conflicts)
- Build the understanding and skills of youth and community leaders on violence reduction and civilian protection
- Build the capacity of youth and community leaders on basic conflict resolution and mediation techniques
- Increase familiarity with tools for negotiating and mediation on a local level

Deliverables

- Preparation of an outline of contents and draft curriculum for the training, using NP's training manual
- Delivery of tailored training based on NP's existing tools and a variety of adult education methodologies. The training should include:
 - Introduction conflict resolution (conflict analysis, mapping)
 - Proactive engagement skills (and their relation to mediation)
 - Participatory UCP exercises
- Encourage active involvement to ensure the training is interactive and engages all participants
- Manage time effectively to ensure completion of each module outlined in the curriculum of the training
- Create a brief report after each training that includes:
 - collected material and feedback from the activities held throughout the training;
 - brief assessment of the knowledge of the participants pre and post training;
 - lessons learned;
 - areas of improvement; and
 - suggestions for future trainings to be held

Experience

- Master's degree in international relations, conflict resolution, political or social sciences, a related field from an accredited academic institution with 3 (three) years of relevant training experience; or
- University degree in the above fields with 5 (five) years of relevant training experience or professional experience in local level capacity building and peacebuilding/dialogue processes

- Strong familiarity with the Iraqi context especially in the Ninewa governorate;
- 3 – 5 (three to five) years experience in conducting conflict assessments and conflict analysis;
- Proven cultural and human rights sensitivity;
- Ability to build a strong relationship with the participants using inter-personal skills;
- Excellent facilitation, training and reporting skills;
- Excellent analytical, negotiating and communication skills;
- Excellent command of Arabic language and good command of English language.

Conditions of Contract

Duration: Two two-days trainings in February 2020. The following **tentative dates** should be considered for the trainings:

- 28 February 2020 – 29 February 2020
- 06 March 2020 – 07 March 2020
- 13 March 2020 – 14 March 2020
- 20 March – 21 March 2020

Location: Erbil, Iraq

Compensation: NP will pay a fixed fee for the consultancy that shall be agreed upon prior to the trainings. At the end of the trainings, the consultant will provide an invoice for services to NP upon receipt of which, NP will provide the payment in full.

APPLICATION DEADLINE: 12 February 2020, 17.00 UTC+3

Please email your CV together with a cover letter under the subject line: **Conflict Resolution Trainer** and explains why you are suited for this consultancy, an outline of your tentative training agenda, confirmation of availability. Please indicate your desired compensation in the cover letter for a total of nine (9) days consultancy (suggested: 4 days curriculum design, 4 days of training delivery, 1 day for debrief and report).

Please note that only applicants who provide these 5 (five) items mentioned will be considered.

Email address is: recruitNPME@nonviolentpeaceforce.org

As we receive a large volume of applications, only those selected will be personally contacted.