



COMMUNITY EMPOWERMENT FOR PEACE AND DEVELOPMENT – WESTNILE

Our ref: FACILITATOR/001/2022

Date: 12th July 2022

Your ref:

Terms of Reference (TOR) for Facilitators

Background

Community Empowerment for Peace and Development (CEPAD-WN) is a voluntary non-profit-making Community Based Organization (CBO). It was founded in 2014 by Ugandan women who have worked in conflict zone for more than a decade and are scholars of peace and conflict management. CEPAD-WN envisions a future of “a community where conflicts are resolved non-violently and all rights (human, girls/women) are respected “. The thematic areas of CEPAD-WN include; Conflict transformation Peacebuilding and Nonviolence, Governance, Democracy and civic education, Women, Girl child and Youth Empowerment, Environment and Climate change, Institutional Growth and Development.

In 2021 CEPAD-WN with funding from IFA institute fur Auslandsbeziehungen is implementing Eleven months project with the title “Promoting Inter-community Engagement (Dialogue) for Reconciliation, Peace and Social cohesion in Refugee Settlements of Palorinya and Rhino camp in West Nile, Uganda. In 2022 CEPAD received additional fund from IFA to continue with project for 18 months but with one additional settlement (Imvepi). Some of the activities of this project are, training of project staff (capacity building), project inception meetings, trainings, Community dialogues, Radio talk shows, youth conference among others. Therefore, CEPAD intends to design and deliver a capacity building training on peace building which will for the project supporting staff.

OBJECTIVES OF THE PROJECT.

- To provide space for interaction, engagement, healing and reconciliation for, between and among communities.
- To build the capacity of the community and refugee leaders and empower them in their role to promote nonviolence and peaceful co-existence.
- To initiate & establish peace clubs and cultural leader's forum in communities respectively to prevent and mitigate conflict
- To lobby and network with different stakeholders in the refugee response in promoting peaceful coexistence and provide psycho social support to those affected

OUR MOTTO

Transforming the world through nonviolence: Peace without borders

OUR VISION

A nonviolent and peaceful society where every person has access to basic rights and a life in dignity.

MISSION

Empowering communities for sustainable peace and development, through training, research and advocacy.

CORE VALUES

1. Team work and Responsibility
2. Peaceful Social Change
3. Equity and Social Justice,
4. Empowering poor people to improve their lives
5. Honesty and Transparency
6. Participatory Democracy
7. Learn from others in humility
8. Respect for diversity and spirit of voluntarism.

THEMATIC AREAS

Based on strategic plan 2021-2025 CEPAD-WN aims to build a nonviolent, peaceful and democratic society through training, research and advocacy in;

1. Conflict transformation, Peacebuilding and Nonviolence (CTPBN)
2. Governance and Democracy (GB)
3. Women, Girl Child and Youth Empowerment (WGGYE)
4. Environment and Climate change (ECC)
5. Institutional Growth and Development (IGD)

OBJECTIVES OF THE TRAINING

1. To enhance staff capacity to incorporate approaches that promote peaceful coexistence.
2. To impact knowledge and skills in conflict analysis, nonviolence, mediation, trauma awareness, GBV and human rights, facilitation and good leaders
3. At the end of the training, trainees should be able to train the CBM's.

SCOPE OF THE TRAINING

The training will be conducted for 10 staff in non-violence conflict transformation and peacebuilding skills.

TRAINING DURATION

The training shall be conducted for three (3) days targeting ten (10) participants in the month of July.

PROPOSED NUMBER OF TRAINERS: One (01)

LOCATION OF THE TRAINING

The training will be conducted in a venue to be communicated later.

DELIVERABLES

1. Submit the training methodology, agenda, modules and handouts to CEPAD-WN for review before the training
2. Provide support to the trainees to have creative and open-minded approach towards peacebuilding, to be incorporated within future interventions and initiatives.
3. Prepare summary of trainings report with observations and recommendations, including needs assessment for future trainings (to be submitted by email after completion of trainings).
4. CEPAD-WN shall provide the training materials such stationery and protection against Covid 19
5. CEPAD-WN shall make all payments to the facilitator upon receiving the training reports.
6. CEPAD-WN shall provide meals and refreshment during the training
7. CEPAD-WN shall secure, organize and communicate a venue

QUALIFICATION OF THE FACILITATOR

- a) Bachelors (MA added advantage) degree, in a relevant social science related to , refugees, gender, peacebuilding, reconciliation, mediation, conflict resolution, community cohesion/social inclusion, or related fields is required
- b) Minimum of 4 years of relevant work experience in the above-mentioned fields of work is required Significant experience in designing and implementing peacebuilding, conflict management, resilience and leadership training programs using innovative methodologies is required
- c) Written and spoken fluency in English is required
- d) Strong communication and interpersonal skills, ability to effectively employ training tools and methodologies, reliability, maturity, and independence is required.

FACILITATION FEE

Please make an inclusive financial proposal of the facilitation fee envisioned. The facilitation fee will be paid in full upon receipt and approval of the final training report.

ACCOMMODATION, TRANSPORT AND MEALS

CEPAD-WN Shall provide accommodation in a decent secured average standard self-contained bed and breakfast guest house if necessary. CEPAD-WN shall provide meals i.e Lunch and Dinner paid as cash at the end of the three days.

CEPAD-WN shall provide transport to and fro the training location/venue

HOW TO APPLY

Any interested individual or firm/Company should send a proposal, CVs, Quotation of prices, Registration Certificates and any other relevant document to the emails address cepadwestnile@gmail.com, dralega.peace@cepadwestnile.org or hand deliver to the office at the address above note later than 16th April 2021.