



## **COMMUNITY EMPOWERMENT FOR PEACE AND DEVELOPMENT WEST NILE**

**OUR REF: CONSULTANT/002/2023**

**DATE: 19<sup>th</sup> May 2023**

**YOUR REF:**

### **TERMS OF REFERENCE FOR CONSULTANCY FOR YOUTH IN LIFE SKILLS FOR SELF EMPLOYMENT**

#### **1.0 Background**

Community Empowerment for Peace and Development West Nile is a voluntary non-profit-making organization that works to resist violence, transform conflicts, and build peace in communities. 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 is a registered entity with the NGO Bureau, a member of West Nile Humanitarian platform and the charter 4change Uganda working Group. CEPAD WN also has MoU with districts in the areas of operation within West Nile. The organization since its inception has worked with civil society organizations, particularly the youth, women, faith-based, refugee population and traditional structures in West Nile to transform conflicts, and to promote nonviolent and democratic principles. Based in Arua, Uganda, CEPADWN works with vulnerable groups and partners across the country to support individuals and organizations to enhance skills needed to transform violent conflicts and build bridges across ethnic, religious, and political divides.

CEPAD-WN with funding from Federal Foreign Office through IFA institute fur Auslandsbeziehungen is implementing Eighteen months project with the title ‘ ‘ Promoting Intercommunity Engagement (Dialogue) for Reconciliation, Peace and Social cohesion in Refugee Settlements in West Nile, Uganda’ ’ that is; Palorinya, Imvepi and Rhino Camp Refugee Settlements. The project targets community leaders, youth, women, children and men.

#### **The objectives of the project include.**

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

Therefore, CEPAD WN plans to conduct a training for the youth on youth skilling and empowerment in three settlements of Palorinya, Imvepi and Rhino Camp refugee settlements.

### **1.2.1 OUR MOTTO**

Transforming the world through nonviolence.

### **1.2.2 OUR VISION**

A nonviolent and peaceful society where every person has access to basic human rights and needs.

### **1.2.3 MISSION**

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

## **1.3 OBJECTIVES OF THE TRAINING**

The training shall focus on building the capacities of the trainees in areas of self-awareness, self-development, youth rights, relationship skills, SRH & Mental health, interpersonal skills, self-employment, Business management, communication and networking to increase their chances of self-reliance and sustainability.

The consultant is expected to deliver a training in line with the following specific objectives.

- Provide support to the trainees to have creative and open-minded approach towards peaceful interaction among the youth, positive attitude towards others, assertiveness, building self-esteem and a sense of belonging to positively explore life and make healthy choices.
- To empower refugee and host youth with livelihoods skills to lead a dignified life.
- To impart knowledge and skills in business management, financial literacy and savings to the youth in refugee and host communities.
- To build self-esteem and a sense of belonging to empower youth to positively explore life and make healthy choices

## **1.4 THE TRAINING TARGET**

The training Targets the youth from the refugee and host community of Palorinya, Imvepi and Rhino Camp Refugee settlement. A total of 60 participants (20 per location) will be trained.

## **1.5 TRAINING DURATION AND LOCATION**

The training shall be conducted for three (3) days each in all the locations of Palorinya in Obongi District, Imvepi and Rhino Camp refugee settlements in Terego and Madi Okollo districts.

## **1.6 PROPOSED NUMBER OF CONSULTANTS:**

Two (02) Consultants: One (01) for Palorinya (preferably within Moyo District) and One (01) for Rhino Camp and Imvepi Refugee Settlement.

## **1.7 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 peaceful interaction among the youth, positive attitude towards others, assertiveness, building self-esteem and a sense of belonging to positively explore life and make healthy choices.
3. Prepare summary of training report with observations and recommendations, including needs assessment for future training (draft to be submitted by email and approved copy as hard copy after completion of training).
4. CEPAD-WN shall provide the training materials, protection against COVID 19, Meals and refreshments, mobilize the participants to be trained and secure a venue.

5. CEPAD-WN shall make all payments to the Consultant upon receiving the final training reports.

### **1.8 QUALIFICATION OF THE CONSULTANT**

1. Bachelors (MA added advantage) degree in social works, Business management, entrepreneurship and financial management psychology, education, social sciences, development studies or related field is required.
2. Minimum of 4 years of relevant work experience in the above-mentioned fields of work is required.
3. Must have working knowledge of positive youth development and positives behavior management skills
4. Enthusiasm for and experience working with local communities including refugees and those from diverse educational, linguistic and sociocultural backgrounds is required.
5. Written and spoken fluency in English is required
6. Strong communication and interpersonal skills, ability to effectively employ training tools and methodologies, reliability, maturity, and independence is required.

### **1.9 CONSULTANCY FEE**

The consultant/facilitator is required to make an inclusive financial proposal of the facilitation fee envisioned. Note that statutory deductions (withholding Tax) of 6% will be levied on the professional (consultancy) fee. All payments will be made through registered bank accounts (Individuals who are not attached to any firm shall present a consent note to verify their accounts)

### **1.9.1 ACCOMMODATION AND TRANSPORT**

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. 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 [pm@cepadwestnile.org](mailto:pm@cepadwestnile.org)/ [apangu.sadad@cepadwestnile.org](mailto:apangu.sadad@cepadwestnile.org) or hand deliver to the Head Office at the address Community Empowerment for Peace and Development West Nile (CEPAD WN), Abirichi cell, NACWOLA premises, Arua-Kampala highway, P.O Box 1020, Arua City not later than 25th May 2023.

**NOTE:** CEPAD WN is an equal opportunity institution and so all applications are competitive. Applications will be reviewed on ongoing basis