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verteilen!**
Stiftung für eine, solidarische Welt

COMMUNITY EMPOWERMENT FOR PEACE AND DEVELOPMENT-WEST NILE

OUR REF: CONSULTANT/002/2024

DATE: 18TH /04 2024

YOUR REF:

**TERMS OF REFERENCE (TOR) FOR FACILITATING TRAINING OF PEACE CLUBS
IN EDEN ZONE**

BACKGROUND

Community Empowerment for Peace and Development West Nile (CEPAD-WN) 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 registered entity with the NGO Bureau, Arua district local government and a member of Arua district NGO forum, West Nile Humanitarian platform and the charter 4change Uganda working Group. The mission of the organization is to transform communities by providing services that aid to achieve sustainable peace and development through training research and advocacy. CEPAD-WN believes in, and fights for a nonviolent and peaceful society where every person has access to basic rights and a life in dignity.

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 City, West Nile Region, in Uganda. CEPAD-WN 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 different political sentiments.

CEPAD-WN with funding from Stiftung Um Verteilen is implementing four (4) months project with the title *“Harmony Beyond Identity: Strengthening Inter-community Reconciliation and Social*



cohesion” in Eden zone, Rhino camp refugee settlement. The activities of this project include, project inception meetings, Awareness creation through Community dialogues, Training of leaders, (cultural leaders) in conflict resolution mechanisms and peace building, formation and training of peace club members, collaboration and coordination with other partners through meetings, commemoration of special days among other activities.

BACKGROUND OF THE ACTIVITY.

On 5th January, Eden Zone in Rhino camp refugee settlement was confronted with very devastating incidence, marked by inter-tribal conflicts where three lives were lost. This happened due to tensions within Nuer tribes of Bul and Jagai. This tension started in Palabek and was imported to Rhino camp by members of these two clans, which resulted in a tragic incidence of loss of three lives. It was noticed that these same tribes were new arrivals from South Sudan with their historical grudges that contributes to persistent pattern of conflicts. In Uganda it looks barbaric tendency and pose a threat to social cohesion affecting peaceful coexistence among the communities. This affects community integration and stability, if mitigation measures are not put in place promptly, further perpetration and escalation of intertribal hostilities may re-occur.

Therefore, CEPAD-WN intends to train peace club members who shall be selected among community members to sensitize community members with peaceful coexistence practices, organize dialogue in the communities to address minor conflicts, identify conflict triggers and genera conflict response and building skills for two days. This training intends to provide, trauma awareness and peace building skills. The activity targets mostly Youths, (girls and boys), some cultural and religious leaders, shall also be involved in this training to give guidance to the youth.

OBJECTIVES OF THE TRAINING

The objectives of the training are to

- To impart knowledge and skills in conflict prevention, mediation, trauma awareness, provide limited counseling, and foster peacebuilding within the affected community.
- To equip a small group of community members as peace ambassadors, enabling them to prevent and address conflicts within their communities through their designated activities.



SCOPE OF THE TRAINING

The training will target 20 participants from both host and refugee communities and it shall be mostly youths (boys and girls) in the community and some few cultural and religious leaders to give guidance for the youth as they do their activities.

The training will put considerations in gender equality and tackle environmental degradation, protection, and responsibility as two cross-cutting issues impacting peaceful coexistence among different ethnic groups in Eden zone and beyond

TRAINING DURATION AND LOCATION

The training shall be conducted for two (2) days in Eden Zone, Rhino Camp Refugee Settlement.

PROPOSED NUMBER OF CONSULTANTS

One (001) Consultant preferably from within Arua city or nearby districts...

DELIVERABLES

1. The consultant shall submit the training methodology, agenda/program, modules and handouts to CEPAD-WN for review one week before the training.
2. The consultant shall Provide support to the trainees to have creative and open-minded approach towards conflict prevention and resolution in relation to cultural diversity and current conflict context
3. The consultant shall Prepare training report and submit it for observations and recommendations within one week after the training, including needs assessment for future training (draft to be submitted by email and final copy signed).
4. CEPAD-WN shall make all payments to the Consultant upon receiving the final training report.
5. CEPAD-WN shall provide the training materials such as stationery, and support materials (notebooks, pens, flip-charts, masking tape, etc.).
6. CEPAD-WN shall provide meals and refreshment during the training to the beneficiaries.
7. CEPAD-WN shall mobilize the participants to be trained and secure a venue.

QUALIFICATION OF THE CONSULTANT

1. A bachelor's degree in a relevant field, coupled with expertise in conducting training on conflict resolution and prevention mechanisms as well as peacebuilding, with a postgraduate diploma in peacebuilding considered an additional asset
2. Minimum of 3-5 years of relevant work experience in the above-mentioned fields of work is required.



3. Enthusiasm for and experience working with local communities including refugees and those from diverse educational, linguistic and sociocultural backgrounds is a considerable advantage.
4. Written and spoken fluency in English is a requirement, and ability to speak the language of the target population is an added advantage.
5. Strong communication and interpersonal skills, ability to effectively employ training tools and methodologies, reliability, maturity, and independence is an advantage.

CONSULTANCY FEE

The Consultant 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.

The payment shall be done after the reception and approval of the final report by CEPAD-WN. The consultant or firm will also be requested to provide bank account details.

TRANSPORT AND FEEDING

CEPAD-WN shall provide the transportation between Arua and Rhino Camp on every day of the training, for the staff and the Consultant.

CEPAD-WN shall also provide meals (Breakfast and Lunch) as well as refreshment during the two days of training.

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/ pm@cepadwestnile.org or hand deliver to the Head Office at the address CEPAD-WN, Abirichi cell, NACWOLA premises, Arua-Kampala highway, P.O Box 340385 Arua City not later than 25th APRIL/ 2024.

