

TERMS OF REFERENCE

Consultant to prepare and facilitate training on conflict transformation

HI - Mali Programme

1. CONTEXT

The current conflict in Mali is highly complex and protracted. It is driven by multiple factors. Despite a peace agreement being signed in 2015 to end the conflict in the North, progress has been slow. Insecurity persists in the northern regions (Gao, Kidal and Timbuktu) and has spilled over into the Mopti region (central Mali). Over the course of the last year, intercommunal violence within Mali's northern and central region has escalated dramatically. In 2018, at least 289 civilians have been killed in inter-communal violence (UN) across Mali.

Violence often manifests itself over natural resources, in particular access to water, land and natural pastures. These conflicts often escalate as a result of the presence of multiple and competing armed actors, the proliferation of small-arms and light weapons. The State is largely absent. The root causes of the conflict can be traced to actual and perceived feelings of exclusion and marginalization. Relationships between communities have worsened, with the accompanying reinforcement of identity-based claims.

2. THEORY OF CHANGE AND KEY ASSUMPTIONS

Against this background, local conflict management structures/committees (key actor 1) are often the only structures available at local level to manage tensions. However, experience based on previous interventions of the project partners (HI and the local NGO GREFFA) in the Gossi and Gao areas highlighted that existing structures, whilst sometimes multiple in numbers within the same communities, are generally not inclusive of the diverse nature of a community and tend to consolidate power by representing the interests of the dominant group/s (identified problem 1). They also manage cyclical tensions dealing only and conflicts only with the symptoms, rather than analyzing the causes that make these tensions and conflicts recurrent (identified problem 2).

HI and its national partner, GREFFA,¹ a Malian women's NGO based in Gao are in the process of launching a new project to strengthen the local conflict community management structures in Gao and Gossi areas, with the support from the German IFA – Institut für Auslandsbeziehungen.

The specific objective of the project is to make **6 local conflict resolution structures** (key actor 1) more inclusive and effective, increasing their legitimacy and strengthening their capacity to effectively resolve conflict. The overall objective of the project is to decrease the recurrence of violence. To achieve these objectives, the project will :

- Strengthen local conflict resolution structures to become more representative of the community as a whole, through the inclusion of excluded groups ;
- Strengthen these local structures' skills, to become more effective in understanding and responding to conflicts ;
- Strengthen relationships and accountability processes between communities and local duty bearers.

¹ The *Groupe de Recherche, d'Etude, de Formation Femme Action* (GREFFA).

3. OBJECTIVES and OUTPUTS

The consultant is expected to **prepare and facilitate training on conflict transformation, for the purpose of building the capacity of the identified 6 local community resolution structures in Northern Mali to obtain a deep understanding of drivers of violence, root causes of conflict and actors dynamics and strengthen the quality of their response (community based conflict resolution).**

The consultancy should deliver the following outputs:

1. Identify and adapt participatory tools to support local community resolution structures to understand the drivers of conflict and to support mediation, community based conflict resolution.
2. Training community peace representatives (CPRs) active within community resolution structures beneficiaries of the projet (10 community peace representatives in each one of the 6 local community resolution structures beneficiaries of the projet) on the basis of the identified and adapted tools (point 1), including key principles linked to resolving conflict, inclusion, participation etc. And/or, depending on concerns linked to the time for the activity and security concerns in the intervention area.
3. Training of Trainers (ToT) for staff to train representatives of local community resolution structures on the basis of the identified and adapted tools (point 1), including key principles linked to resolving conflict, inclusion, participation etc
4. Provide a concise activity report at the end of the consultancy. **Ideally this report will be in English.**

4. METHODOLOGY

A detailed methodology should be designed by the Consultant and presented in the Technical and Financial Offer, including an Activity Plan.

Consideration needs to be given to the following points:

1. The 6 local community resolution structures are located in Northern Mali, in the circles of Rharous (Tombouctou region), Gao & Ansongo (Gao region). Due to the context and security situation, the consultant will have to factor into their technical and financial proposal creative solutions to address the logistical and security challenges to enable activity completion. A detailed security briefing will be provided to the Consultant and the Consultant will be subject to HI's security protocol and duty of care procedures.
2. The consultant should be creative and detail in the methodology how s/he plans to design a ToT quality training that can be used by trained staff to train representatives of local community resolution structures;
3. Modules design should take into account the results and content of a **gender-sensitive participatory analysis of local peace structures in Northern Mali**, conducted by the project. In particular, the methodology and tools developed by the consultant should take into account identified barriers which act to exclude specific groups from local peace structures in intervention areas, as well as the key findings of the above mentioned analysis on the different forms of power, capital and agency the excluded "critical" groups have and the

different mechanisms they use to influence change and on how violence or conflict ends or is transformed in the intervention communities.

4. Low literacy rates will require highly participatory training methodologies and tools.
5. The process will be accompanied and supported remotely by HI's Conflict Transformation Adviser, who will also travel to Bamako to participate in the Joint Analysis Workshop (see point 4). In planning activities and allocating days, please allow time to integrate feedback from the Adviser and other HI staff into i) the design and content of the modules and ii) the final Report. We expect this support to be collaborative and HI's Adviser can be regarded as an additional technical resource person to the Consultant (and project).

5. CONSULTANT'S PROFILE

Essential skills:

- A track-record in the design and delivery of training in participatory conflict resolution resources ;
- Applied and proven experience in training national staff & community resources;
- Strong analytical skills, ideally illustrated in written-outputs ;
- Fluent French (spoken and written);
- Positive can-do attitude, problem-solver. Highly collaborative ;
- Commitment to gender equality.

Highly Desirable Skills:

- Willingness and ability to travel to Bamako and the Gao and Tombouctou regions (Northern Mali) to conduct the training;
- **Early –availability** (It is hoped the consultancy may begin end –August);
- A background in community-led peace building, conflict transformation or other transformational-type programming (e.g. gender, accountable governance) with an understanding of some of the key concepts relevant to this consultancy e.g. power analysis, inclusion, pathways for change, Position, Interest, Needs analysis;
- Understanding of gender transformational programming;
- Advanced English language skills (verbal and written);
- Knowledge or previous experience in the Malian context ;

6. BUDGET, SERVICE DURATION AND LOCATION/S

The total budget should proposed by the Consultant should include all technical services, travel to and from Bamako (economy class), visa costs, required inoculations and prophylaxis and relevant insurances. We have estimated that consultancy **requires approximately 20 days**, part of which could be spent in Gao Region, dependent upon the security situation but also the methodology proposed by the consultant for this activity (See point 2 on outputs and point 4 on methodology). Briefings and debriefing time should be scheduled in Bamako, including time to participate in the joint analysis workshop, provisionally scheduled for the second part of August.

In-country costs e.g. internal travels and costs associated with the training/s e.g. local translation costs, logistical arrangements for the training will be covered separately by the project.

Expected starting date: from mid september 2019.

7. APPLICATION PROCESS

This is an open recruitment process and HI does not have any candidates pre-identified.

Interested candidates are requested to submit the documents (listed below) at their earliest opportunity but **no later than Tuesday September, 10th** (12 AM local time) by email to the following address appel-offre@mali.hi.org with the following title: « **AOI-E31-19-BAMA-02** ».

Requested Documentation to be submitted:

1. A **Technical Offer** including:
 - 1.1 A submission letter addressed to HI Country Director in Mali detailing the capacity and availability of the consultant;
 - 1.2 The proposed methodology for the proposed modules and training/s addressing the specific issues highlighted in the Methodology Section 4, **including the tools and methods the consultant plans to apply**. (Maximum 3-pages);
 - 1.3 An activity plan, with the proposed number of days for each activity and a tentative schedule; The work schedule must clearly specify the manner in which the Consultant will approach all activities required to perform the service.
 - 1.4 A summary (in bullet points) of relevant experience (Section 5, Experience and Skills) (Maximum 1-page);
 - 1.5 Tax identification number and accurate fiscal situation at the time of submission (Quitus – VAT certificate), 2019 license to be also enclosed;
 - 1.6 All the documents justifying the competence to operate lawfully in the sector.

2. The **financial Offer**, including date-rate, total number of consultancy days and all expenses related to the consultancy.

3. **Up-to-date CV** (3-pages maximum)

8. RESOURCE PERSON

Within the framework of the service provision, the Consultant will be asked to collaborate with Handicap International's teams and in particular with Mrs. Maddalena Malgarini, Protection Technical Coordinator, (em.malgarini@hi.org) , who will be the point of contact.