



**REQUEST FOR EXPRESSION OF INTEREST
TO UNDERTAKE A YOUTH PROFILING/MAPPING CONSULTANCY.**

TERMS OF REFERENCES (TOR)

CONSULTANCY INFORMATION

Job Title:	Consultancy to conduct a youth profiling/mapping: An activity to identify, screen and select 360 young leaders from youth led CSO, CBOs, Networks
Duty Station:	Freetown, Sierra Leone with field visits to Western Area Rural, Pujehun and Tonkolili districts
Contract Modality:	National Consultant or Consulting Firm
Duration:	30 working days

BACKGROUND

Sierra Leone's national peacebuilding approach is fragmented across multiple strategies and plans. The Inclusive Conflict Prevention and Peace Building project funded by the **UN Peacebuilding Fund (UNPBF)** is consistent with the findings and recommendations of the TRC, especially those articles relevant to youth participation and gender equality. The project will also support achievement of the Medium-Term National Development Plan 2019-23, especially cluster four on governance and accountability for results, and cluster five on empowering women, children, and adolescents. The successful implementation of this project will contribute to Sierra Leone's efforts to meet its obligations under UN Security Council Resolutions 1325 and 2550 and is in line with ongoing efforts to establish the Peace and National Cohesion Commission which will serve as premier infrastructure for peace in Sierra Leone.

This project strategically fits to key priorities by working across existing plans, policies and decentralized structures and using them as the frame of reference to enhance delivery effectiveness impacts. The project will support Sierra Leone to realize its commitments related to the 2030 Agenda, especially SDGs 16 and 5. Sierra Leone is prioritizing SDG16, most visibly as a pioneering member of the Pathfinders for Peaceful, Just, and Inclusive Societies, a global platform working on three transformative strategies (violence prevention, institutional renewal, and increasing inclusivity) and subsidiary areas of catalytic action to implement SDG16 and related goals ("SDG16+"). Our project closely aligned with the targets and indicators of SDG16+.

With this project CORDAID and Youth Partnership for Peace and Development (YPPD) will complement the work of youth-led CSOs and CBOs through direct engagement with the most important providers of Community Based Dispute Resolution (CBDR) in rural and peri-urban Sierra Leone, specifically: customary authorities, Local Police Partnership Boards (LPPBs), and District Security Committees (DISECs). This engagement will take two main forms: facilitated dialogues between youth and CBDR providers, will enable youth and external experts to engage change-minded CBDR providers around

basic rights norms and standards, procedural safeguards, coordination, and inclusion of young women and men, and foster progress toward specific performance pledges by CBDRs that initiate development of RAPs, or take the form of dialogues on specific instances of injustice in the informal sector; and *technical advice and training* to support CBDR providers to establish codes of conduct, standard operating procedures, and protocols that entrench basic rights norms and standards, respect for jurisdictional boundaries and coordination, conflict-sensitivity, procedural safeguards, restorative justice principles (including non-financial reparation), effective record-keeping.

THE CONTEXT

Like most countries in fragility, Sierra Leone has been experiencing rapid and substantial changes in the size of its population, particularly the youthful generation. The majority of the population is young, with eight out of ten people being under age 35. About 41% are under the age of 15 and 62.5% are under age 25; making it a significant demography of the national total, and the evidence of a rapidly increasing youth bulge is undeniable. Although the growing youth population presents important opportunities for Sierra Leone, many challenges are attendant to such rapid rates of growth. These include high rates of unemployment and underemployment, marginalization of youth in leadership, social, economic, and civic processes, Lack of competitive technical skills, limited access to productive assets, technologies and financial resources; to name a few. While youth leadership is growing in Sierra Leone, there does not exist a single platform where these emerging and current change makers can be accessed and where they can mutually reinforce one another.

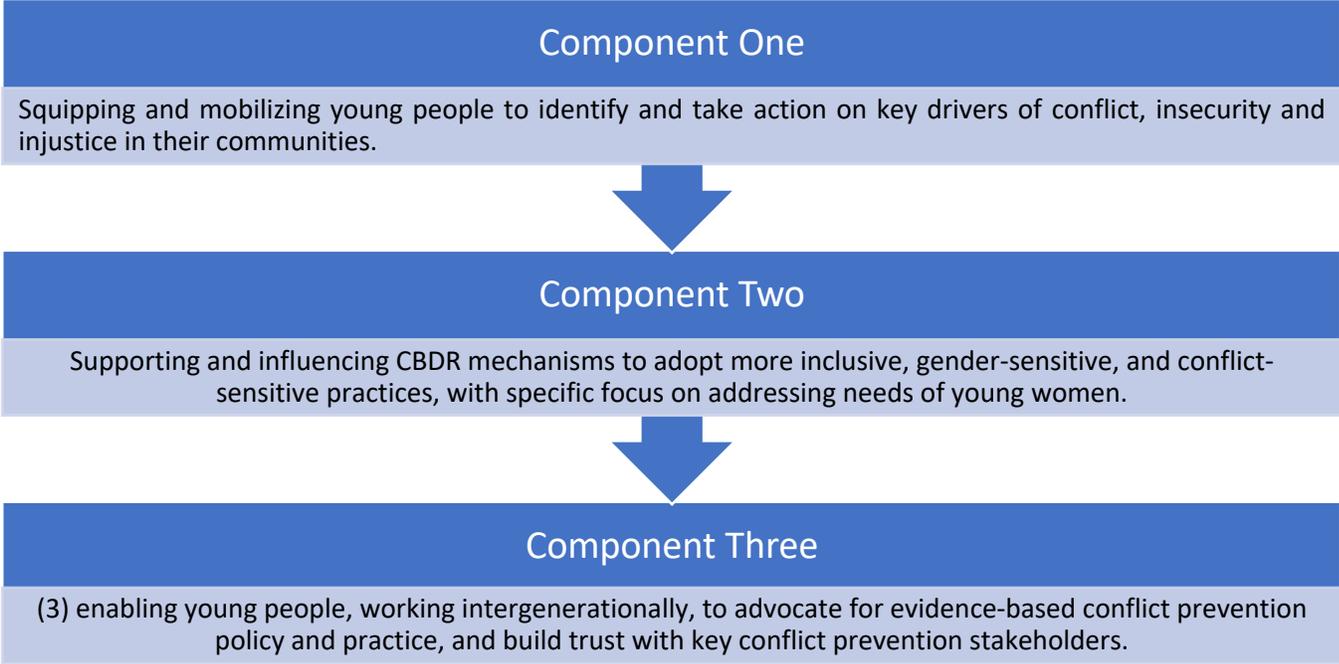
The **Youth Profiling/Mapping** therefore as in this consultancy is a methodology used to identify youth leaders within their context and to understand **(a)** How youth are organized? **(b)** How youth-led groups, both formal and informal, are structured? **(c)** In what way these youth and youth-led groups influence their communities? **(d)** What support needs or gaps do they have in amplifying their work and engagement?

DESCRIPTION OF THE PROJECT FOCUS AND APPROACH:

The Inclusive Conflict Prevention and Peace Building Project responds directly to root causes of conflict in Sierra Leone identified in the conflict analysis, specifically: **(1) the *general systematic exclusion of rural and peri-urban youth*; and (2) the *specific exclusion of rural and peri-urban youth from opportunities to defend their rights and resolve conflicts through existing Community Based Dispute Resolution (CBDR) mechanisms, and to contribute to conflict prevention at national level.*** The project builds on the premise of UNSCR 2250 that recognizes the positive role youth plays and their relevance in contributing to solutions for peace; and applies a people-centered, bottom-up approach that will be further adapted to the contexts of each of the three project districts.

Constituting a vast majority of Sierra Leone's population, young women and men struggle to claim rights, address grievances, and resolve conflicts through the most widely used CBDR mechanisms at local level, especially in rural and peri-urban areas. The continued exclusion of young women and men from CBDR has an adverse impact not only on security and justice outcomes for youth themselves, but also on Sierra Leone's prospects for stability.

YPPD and CORDAID are collaboratively implementing this project by way of engendering **enabling environment for young women and men, working intergenerationally, to encourage active citizenship and collectively influence conflict prevention practices at local and national levels, contributing to a more inclusive and peaceful society for all Sierra Leoneans**. This headline goal will be achieved through delivery of 3 inter-related project elements:



Advocacy and dialogue actions will build on established links with national conflict prevention stakeholders, especially NCPC¹, ONS², and SLP³, ensuring lessons learned in rural and peri-urban areas are translated into Sierra Leone-wide policies and plans, such as ONS and SLP conflict early warning mechanisms (including those set-up to prevent electoral violence). This component of the programme will also include two national knowledge-sharing activities: the *youth conflict prevention summit*; ensuring that youth-led CSOs and CBOs involved in the project link-up with the broader Sierra Leonean youth movement (as well as the National Youth Commission and All Political Parties Youth and Women Associations); and the *national Kolhat Barray* (towards project conclusion) nurturing dialogue around CBDR and conflict prevention with key institutional stakeholders (ONS, SLP, NCPC and LAB⁴, plus relevant ministries, MPs, independent oversight institutions such as HRCSL, electoral institutions like the National Electoral Commission and Political Parties Registration Commission, and others).

¹ National Council of Paramount Chiefs
² Office of National Security
³ Sierra Leone Police
⁴ Legal Aid Board

Project Theory:

It is expected that project interventions will lead to changes in the conflict factors identified in the conflict analysis based on the following Theory of Change (TOC):

- *If* young women and men are organized through youth led CSOs and CBOs that provide them with a platform for collective action (**assumption 1**).
- *If* young women and men are aware of their rights and able to generate locally grounded insights on conflict, insecurity and injustice (**assumption 2**).
- *if* knowledge and insights are used constructively by advocacy-capable youth-led CSOs and CBOs, working in solidarity with older women and men, to influence the behavior of CBDR providers at local level (**assumption 3**).
- *Then* more inclusive, gender-sensitive and conflict-sensitive CBDR practices will become the norm in rural and peri-urban Sierra Leone (**assumption 4**).
- *And if* this progress is linked to national advocacy, influencing national policymakers to adopt and scale-up the practices of more responsive and accountable local-level CBDR mechanisms, thereby ensuring that these become a sound basis for national conflict prevention policies (**assumption 5**).
- *Then* young women and men, working intergenerationally, will be able to collectively shape an environment for conflict prevention at all levels that is more conducive to their participation and responsive to their needs (**assumption 6**).

Because change in the behavior of duty-bearers and powerholders at local and national levels results from the combination of public demand (advocacy) informed by the presentation of evidence, and public accountability (monitoring)

OBJECTIVES OF THE ASSIGNMENT

The objective of this assignment is to undertake a nationwide mapping exercise, to identify current and emerging youth leaders and will among others seek to:

- Identify, screen and select 360 young leaders from youth led CSO/CBOs and Networks
- Document the process of how young people are leading change in their communities in order to Deliver, Inform and Influence
- To determine successful interventions made by young people in their communities as a result of their leadership and engagement in conflict prevention and peacebuilding.
- Use those existing data to inform peacebuilding interventions for active youth engagement while using outcomes to inform policy and planning
- Utilize the mapping outcome to shape the broader delivery of the project's youth-focused interventions and the award of small grants to either kick-start or support ongoing youth-led projects across targeted districts.

The mapping results will subsequently lead to the development of a broader national support network or repository where partners in the sector can draw reference for further engagements and support in Sierra Leone.

SCOPE OF WORK:

This call for consultant seeks to conduct a Youth Leaders Mapping exercise across project districts, chiefdoms, communities and wards for the Inclusive Conflict Prevention and Peacebuilding Project in Pujehun, Tonkolili and Western Area Rural District. The consultant will work with YPPD team to conduct a gender-sensitive youth mapping and participatory youth-led narrative inquiry including a story-based questionnaire at each of the three implementation districts to establish key answers around the questions of **(a)** How youth are organized? **(b)** How youth-led groups, both formal and informal, are structured? **(c)** In what way these youth and youth-led groups influence their communities while contributing to conflict prevention, resolution and peacebuilding? **(d)** What support needs or gaps do they have in amplifying their work and engagement?

Based on data provided by this locally-grounded profiling exercise, YPPD and Cordaid will design targeted co-creation workshops for 360 young female and male leaders which will lead to identifying support needs and gaps which these youth leaders have and provide the much-needed supports to sustain or kick-start their peacebuilding and conflict prevention innovations.

Full details of the profiling of youth leaders and their organizations will be recorded to capture the type of entities (CBO, NGO, Associations, Youth-Led/Youth-Serving etc.), registration (if any), address of business, sex, types of support systems/services available in the district where the youth leaders and their organizations operate, indication if the organizations have access to such services, year established etc.

Information gathered by the consultant should be developed in a detailed spreadsheet and will be later digitized as a database on a web-based platform

Specific tasks will include but not limited to:

1. Stakeholders Engagement

The consultant is required to:

- a Interact with local youth groups (CBO/CSOs) while gathering such information on types of organizations in each geographic location, to determine their viability and existence within the project.
- b City and Local Councils present in the designated districts highlighted in the field locations of the mapping/profiling exercise.
- c Catalogue data collected in form of database to inform YPPD and Cordaid's project information and management but more broadly, enabling government and other partners to utilize the data for evidence-driven decision making and action.
- d Facilitate training to ensure all mappers have the opportunity to strengthen skills and provides access to new knowledge to complete the project, which is crucial to developing team dynamics and contributing to a successful mapping process. By the end of the training, the Youth Mappers should understand how to use the mapping tools/forms, find the information required of them, and prepare the information for documentation back into the project.

2. Data gathering methods

The consultant shall detail their methodology for collecting and processing the data. The methodology can include, but not be limited to:

- i. Key Informant Interviews
- ii. Generate primary and secondary data
- iii. Desk reviews
- iv. Field work with structured/semi-structured interviews
- v. Defined sampling methods defined.
- vi. Photographs of affected areas provided
- vii. The use of GIS data and the national statistics database is worth exploring
- viii. All source data must be referenced and cited accordingly
- ix. Focused Group Discussion

DELIVERABLES

No	Deliverables	Due Date
1	Inception report prepared (including work plan, methodology and data collection tools) + Training of Mappers	4 days after signing of contract
		2 days
2	Prepare and present draft mapping exercise report to the Project Management Team and YPPD	9 days after submitting the inception report
3	Conduct validation workshop	5 days after submitting the draft mapping exercise report
4	Submission of the final report (three hard copies and soft copy) to YPPD	5 days after the validation workshop
5	Summary version of the final report to be shared with YPPD senior management team and with project stakeholders	5 days after the submission of the final report

Reviewer/Approval of Deliverables

The final deliverable is a detailed mapping exercise in word and pdf format with the results as described in the consultancy. The assignment report shall also include all annexure's and source data from which the analysis was derived as well as full database of mapped organizations. Provisions should be made for at least two commenting and updating periods during the finalisation of the mapping exercise. The consultant shall also make provision for engaging with entities who have done similar mapping exercises in the past.

QUALIFICATION AND EXPERIENCE

Skills required: The assignment requires an Individual who can demonstrate adequate technical capacity and expertise in the field of youth, peacebuilding, conflict prevention and cross-cutting issues/themes bearing peacebuilding and conflict connotations as well as knowledge of youth dynamics in Sierra Leone and with a good understanding of the social and economic dimensions of youth leadership.

Education: Advanced university degree (Master's degree minimum or its equivalent) in Youth Empowerment, Peace and Conflict Prevention, women or related discipline. The individual consultant must have:

- a Previous experience in undertaking feasibility and mapping exercise on young emerging leaders and the impact of their activities on the local and national peacebuilding
- b Minimum 5 years professional experience in similar line of work and engagements.
- c Staff with specific expertise and technical background in one or more of the following areas: Governance, women peace and security, youth peace and security, Sierra Leone National Development Plan, Sustainable Development 16+ or related discipline.
- d Demonstrated understanding of sustainable development issues and challenges in the youth and peacebuilding sectors.
- e Knowledge and professional experience in conducting profiling and mapping exercise to support the recognition of young people especially as emerging and current peacebuilders.

Final Research Report format

The report should have the following sections;

- i. Executive Summary
- ii. Introduction
- iii. Methodology
- iv. Findings and Discussions
- v. Conclusion, key learnings and Recommendations
- vi. Annexes NB: The body of the report, excluding the annexes shall not be more than 40 pages in volume.

How to Apply

Application procedures

Expressions of interest are due by 20th June, 2021. Submissions must include:

- 1) Technical proposal consisting of Proposed methodology(ies), both for data collection and the primary analytical framework(s). Team structure (team leader, key personnel, personnel for analysis and creation of final report, etc.), responsibilities, summary of relevant qualifications and experience, and annexed CVs.
- 2) An illustrative budget. The financial proposal should clearly distinguish the budget necessary for different work streams in the assignment.
- 3) The criteria for assessing the technical proposals must be met within a 10-page limit.

Proposals should be submitted by 20th June 2021 at 5pm (GMT) to **recruitments@yppdatwork.org** clearly stating “Expression of Interest for Profiling Consultancy” in the email subject line.

Please note that applications will only be considered if they include ALL of the items listed above.