



TERMS OF REFERENCE (TOR) CONSULTANCY TO DESIGN YOUTH LEADERSHIP CURRICULUM

CONSULTANCY INFORMATION

Job Title:	Consultancy to design curriculum for youth leadership workshops including assessment of youth leadership capabilities for peace building and conflict prevention in Sierra Leone.
Duty Station:	Freetown, Sierra Leone
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 **Designed Curriculum** will be used for the different youth leadership workshops throughout the project circle including assessment of youth leadership capabilities. Therefore, modules like: **(a) personal and organizational leadership, (b) organizing, Peacebuilding conflict analysis and mitigation, (c) advocacy, (d) public communications skills, (e) engaging young men as allies in defending women's rights** among others should be the focus areas of the curriculum.

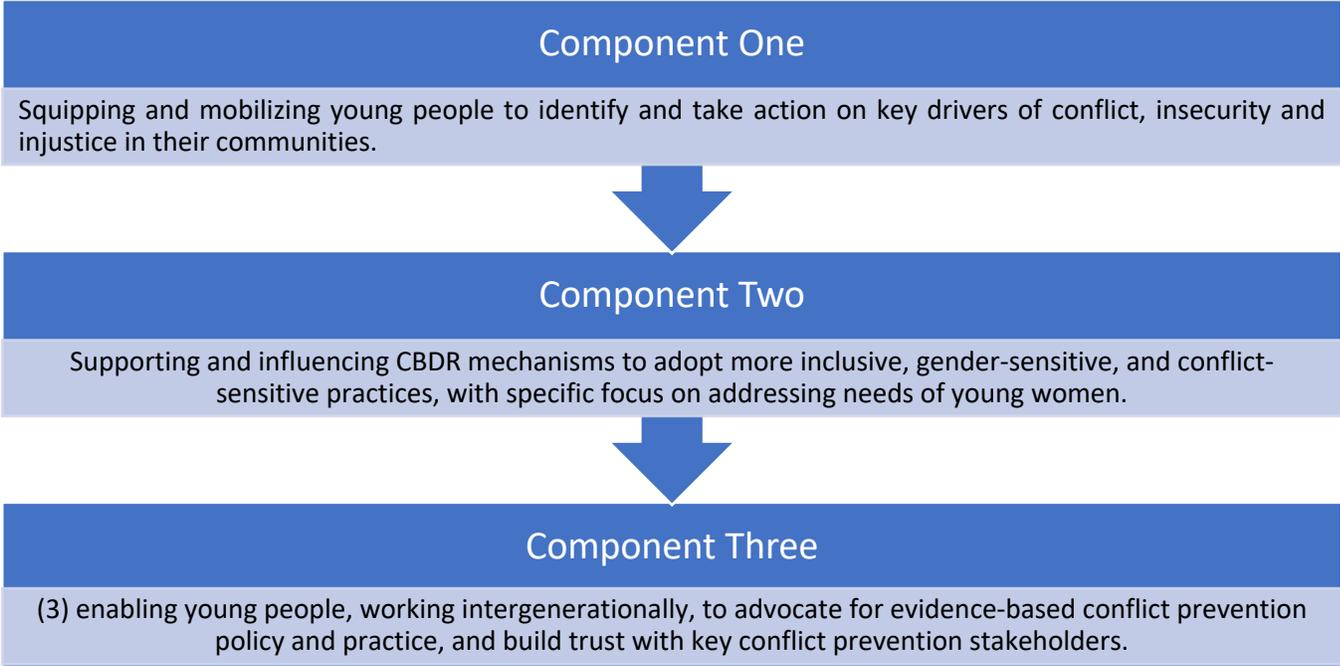
DESCRIPTION OF THE PROJECT FOCUS AND APPROACH:

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 the 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.

The 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 SLP, 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-ups to prevent electoral violence). This component of the programme will also include 2 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 LAB, 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

OBJECTIVE OF THE ASSIGNMENT

The objective of this assignment is to design a curriculum with modules which will be used during youth trainings and workshops throughout the project circle.

- Design modules on personal and organizational leadership, organizing, peacebuilding, conflict analysis and mitigation, advocacy, and public communication skills.
- The modules will provide multiple opportunities for young people to develop leadership skills and serve as peer leaders in their schools and communities through trainings, hearings, and community service activities.
- To provide a unique and valuable civic education opportunity for youths through gains in knowledge, experience, and perceptions of efficacy in community well-being.
- Learn terms commonly used in peace building processes and the justice system.
- Learn skills critical to successful youth participation in peace building processes, such as active listening, precision questioning, objectivity, and building consensus.
- For female and male young leaders to be equipped with detailed local-level analysis of key dynamics as well as necessary skills.

Cordaid and YPPD will facilitate networking of youth-led groups with other relevant local civil society actors, especially more established older activists; and interface with local community leaders, including chiefs.

SCOPE OF WORK:

This call for consultant seeks to design a curriculum for youth leadership workshops for the Inclusive Conflict Prevention and Peacebuilding Project in Pujehun, Tonkolili and Western Area Rural District. The consultant will work with YPPD team to design this curriculum which will enable pre-screened local youths to participate in co-creation workshops which will support them to develop innovative, context-specific actions that demand more inclusivity gender-sensitivity, and conflict-sensitivity from Community Base Dispute Resolution (CBDR) providers.

There will be a target of 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.

DELIVERABLES

No	Deliverables	Due Date
1	Inception Report and Methodology (Give an in-depth analysis as to how the curriculum will be prepared and the steps that will be in use while developing the curriculum)	4 days after signing of contract
2	Prepare and present draft Session description, Learning objectives, Materials needed, Session procedure (detailed instructions for the facilitator), Handouts for participants (where applicable) to the YPPD Team	10 days after submitting the Inception Report and Methodology

3	Conduct a review workshop to showcase the Curriculum with the YPPD team	4 days after submitting the draft curriculum
4	Submission of the final curriculum (three hard copies and soft copy) to YPPD	5 days after the review workshop
5	Summary version of the final curriculum to be shared with YPPD senior management team and with project stakeholders	5 days after the submission of the final curriculum

Reviewer/Approval of Deliverables

The final deliverable is a detailed curriculum in word and pdf format with the topics as described in the consultancy. The curriculum shall also include all modules which will be gender sensitive that speaks about peace building processes. Provisions should be made for at least two commenting and updating periods during the finalization of the curriculum.

The consultant shall also make provision for engaging with entities that have done similar curriculum 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, designing of curriculum, peace building, conflict prevention, experience on providing gender training, Knowledge of UNSCR 1325 and UNSCR 2250, experience to train and engage young people to promote positive gender values, address harmful gender norms and multidisciplinary environmental or natural resource management 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, Facilitation, Peace and Conflict Prevention, women or related discipline. The individual consultant must have:

- a Previous experience in undertaking the designing of facilitation curriculum for young people.
- 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, Advocacy, Sustainable Development 16+ or related discipline.
- d Demonstrated understanding of sustainable development issues and challenges in the youth and peace building sectors.
- e Knowledge and professional experience in facilitation which support young people especially as emerging and current peace builders.

How to Apply

Application procedures

Expressions of interest are due by **25th August, 2021**. Submissions must include:

- 1) Technical proposal consisting of Proposed methodology
- 2) An illustrative budget. The financial proposal should clearly explain the budget necessary for the work in the assignment.
- 3) The criteria for assessing the technical proposals must be met within a 10-page limit.

Proposals should be submitted by **25th August, 2021** to recruitments@yppdatwork.org clearly stating “**Expression of Interest for Consultancy to Design Youth Curriculum**” in the email subject line. Please note that applications will only be considered if they include ALL of the items listed above.