



## CALL FOR OFFER

**For: External trainers for the EU co-funded Project “Great Lakes Youth Network for Dialogue and Peace. Our Diversity – our Opportunity!”**

**Submission deadline: no later than 24<sup>th</sup> October 2021**

### **Questions:**

Questions may be submitted, in written form, to: [application@greatlakesyouth.africa](mailto:application@greatlakesyouth.africa)

Questions will be answered by the appropriate individuals within 2 (two) business days via email with a return reply acknowledging receipt of the email requested.

### **Great Lakes Youth Network for Dialogue and Peace**

Goma/ North-Kivu, DRC, 289 Alindi Avenue/ Himbi)  
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## Terms of Reference

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### **Call for a Consultant (Individual or an institution)/Consultancy firm for the capacity building workshops**

#### **Background:**

The Great Lakes Youth project is looking for a qualified training expert for capacity building workshops and Trainer of Trainers Workshop in the four project countries. The selected trainers have to conduct the capacity building workshops face-to-face in the four countries with approximately 20 participants from different youth organisations. The capacity building workshops comprise the modules presented by the Youth Action Handbook. The workshops will start with a SWOT analysis in each of the workshops. The workshops will serve as the baseline from where youth actions will progressively increase their capacity over the project period,

During the capacity building workshops, the external trainers and the project team members will identify talented participants who can serve as trainers for the following up activity “Train the Trainers”. Criteria for being selected include performance during the workshops and social skills to work as a teacher.

The trainers how will implement the ToT will be selected from the pool of trainers conducting the capacity building workshop. A separate call of offer will be published after the capacity building workshop.

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## Project information

<b>Project Name</b>	Great Lakes Youth Network for Dialogue and Peace. Our Diversity – our Opportunity!
<b>Target Location (project region)</b>	Great Lakes Region (border regions) DR Congo (North Kivu, South Kivu, Ituri, Tanganyika provinces) Rwanda (whole country) Uganda (Western Region, Central Region) Tanzania (Kigoma, Geita, Mwanza, Kagera provinces)
<b>Project goal</b>	To promote the active, cooperative and sustainable role of youth actions and initiatives that contribute to peace and stability in the Great Lakes Region
<b>Project Outcomes</b>	To support a sustainable regional network of youth initiative and actions for dialogue and exchange
<b>Target Group</b>	Youth groups/initiatives engaging in peace building related activities
<b>Stakeholders</b>	Local, national and international stakeholders in: politics, the private sector, civil society, development, academia, the media
<b>Key Partners</b>	Konrad-Adenauer-Stiftung e.V., Pole Institute, Vision Jeunesse Nouvelle, Cornerstone Development Africa, Léo Africa Institute and Actions for Democracy and Local Governance (ADLG)
<b>Project period</b>	36 months
<b>Project Hub</b>	Goma
<b>Application deadline</b>	October 24 <sup>th</sup> , 2021

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## Project Context

For many years, the Great Lakes sub-region has been a region in crisis. Some of Africa's worst conflicts with grave consequences for the wider region have taken place in the region, such as the rule of Idi Amin in Uganda and the fight against the Lord's Resistance Army, the Rwandan Genocide against Tutsis in 1994, and the wars in the Congo. The political consolidation after the millennium with general elections in Rwanda (2003), Uganda (2006) and the DRC (2006) brought about the first important, promising results of human and economic development. Yet, the countries remain some of the world's poorest, and peace is fragile. Despite the signing of the "Peace, Security and Cooperation Framework for the Democratic Republic of the Congo and the region" in 2013 by 11 countries, the security situation in the Great Lakes Region remains extremely difficult. Instability and mistrust between neighbouring countries still prevail. An estimated 70 rebel groups are currently active in the DRC where they engage in illegal mining and illegal trade, proceeds of which are used to fund their criminal activities in the Congo and in neighboring countries. These rebel groups also recruit children for labor and as child soldiers.

According to the UNHCR, 880.000 South Sudanese sought refuge in Uganda, mostly in its Northern Region, following the post-independence crisis in South Sudan in 2013. Elections in Burundi in 2015 caused 330.000 people to flee, most of them to northern Tanzania. Past tensions have made many Congolese and Rwandans deeply suspicious of each other. Mistrust and prejudices also flare up between other countries as recently between Rwanda and Uganda over allegations of smuggling and supporting foreign rebel groups. The row between Uganda and Tanzania over fisheries grounds in Lake Victoria instilled feelings of nationalism. Uganda is accused of allowing illegal trade of gold from the DRC to the United Arab Emirates (UAE). All this bears the risk of new violence between countries whose populations want to live peacefully, having crossed their countries' borders for years without obstacle for trade, services, education or simply visiting friends and families abroad.

In this fragile environment, facing an unsure future and a lack of opportunities, many young citizens in the Great Lakes sub-region have become active and want to improve the situation. With a combined population of 228 million people and more than 60 percent of them aged 24 years and under, the potential of youth as agents of positive change, peace, innovation and social cohesion in Burundi, the DRC, Rwanda, Tanzania and Uganda is undoubted. Many of the youth groups and initiatives (**the target group of the project**) do important work and are involved in work around challenges that pose potential threats to peace in the region if left unresolved. These include gender equality, environment (including natural resources) and climate change, political representation, democracy and good governance, land and inheritance, economic stability and employment, media, education, culture and religion and forced migration.

## Project objectives, Target Group, Stakeholders, Activities

The EU co-funded project "Great Lakes Youth Network for Dialogue and Peace" is based on the conviction that youth are a fundamental agent for creating **lasting peace among communities and contributing to successful development**. However, without a strong

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network of peers and good contacts with other relevant actors, youth's voice remains weak and its impact very limited. Therefore, it is crucial to promote the **positive, cooperative, and active role of youth in the Great Lakes sub-region as an actor for more peace and stability.**

Through a set of intensive capacity training workshops, cross-border meetings, dialogue fora, practical hands-on activities developed by the participating youth groups/initiatives (i.e. by using sub-grants), strong external project visibility, and regional, high-level networking events, the project aims to increase the internal, organizational capacities of selected youth groups and initiatives (**target group**) in the four project countries, foster cross-border dialogue and exchange between them, and connect them with local, national and international **stakeholders** in politics, the private sector, civil society, development, academia and the media. Participating youth groups/initiatives and their members will be selected in an open call in the four project countries. They have to have a record of at least two years of proven activity in the following fields contributing to peace: gender equality, environment (including natural resources) and climate change, political representation, democracy and good governance, land and inheritance, economic stability and employment, media, education, culture and religion and forced migration.

### **Project Consortium**

The project is executed by a consortium of organizations that have been working in the region for several years. These are organizations which are directly located in the countries, in particular: project lead the German n Konrad-Adenauer-Stiftung (KAS) with its three Country Offices in the DRC, Uganda and Tanzania and the five local partners Pole Institute in Goma, DRC; Vision Jeunesse Nouvelle (VJN) in Gisenyi, Rwanda; Cornerstone Development Africa (CDA) and Léo Africa Institute (LAI) in Kampala, Uganda; Actions for Democracy and Local Governance (ADLG) in Mwanza, Tanzania.

### **Scope of the work**

Many youths in the region are taking actions and are part of the solutions that the Great Lakes Region needs. They actively engage in various fields that contribute to peace. However, the challenges they face are many and prevent them from being more impactful and making their voices heard. Thus, to contribute to the management of this challenge, the intervention approach of this program is based on the capacity building of target beneficiary groups of young people. After the development of a training manual (the Youth Action Handbook) that meets the needs of "youth initiatives", the next step is to organize and conduct the Capacity Building training workshops in the four countries to improve the internal capacity of selected youth initiatives. The workshops comprise the modules presented by the Youth Action Handbook. It is in this regard that the trainers are recruited to conduct the capacity building workshops in close collaboration and supervision with Project team.

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## The skills sections of the Youth Action Handbook

This Training Tool has the following sections/modules/subjects:

- Organizational development (including fundraising and project management);
- Media, communication, visibility and the use of new technology (i.e. dealing with the press; storytelling);
- Advocacy and policy dialogue (how to lobby for your action);
- Seminar techniques;
- Conflict management;
- Public speaking,
- Debating and critical thinking;
- Gender equality;
- Training methods for the Training of Trainers
- Facilitating safe and effective trainings in emergencies like COVID-19

### Important Notes:

- We are looking for two training facilitators/trainers per country (one Facilitator and one Co-facilitator)
- Given the interdisciplinary nature of this work, the project encourages the formation of joint proposals from qualified experts. You should include descriptions of the specific roles, responsibilities of each team members.

### Responsibilities

Under the overall supervision of the project team, a team of trainers will do the following:

- Develop a time-defined proposal (including a work plan) of the methodology the trainers aim to use to undertake the trainings;
- Elaborating the training plan for 5 days long based on the 10 subjects developed in the Youth Action Handbook;
- Timing of different training sessions;
- Choosing the relevant training methods;
- Preparing the training materials and aids;
- Conducting training sessions and leading the debates;
- Clearly summarize the youth initiatives' recommendations;
- Guiding trainees in formulating post-session action plans;
- Respond to the concerns of trainees in relation to the subjects developed;
- Evaluating the pre and post training session.
- Assess and propose talented participants to be further trained as trainers in the follow up activity ToT.

### Duration

The overall assignment should take 10 days long (3 days for preparation, five days for conducting training and 2 days for reporting.)

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- From 17 to 19 November: preparation of trainings and consultation with project team;
- From 22 to 26 November: Conducting of trainings.
- 1 December: submission of the training report.

### **Remuneration and other compensations**

- Remuneration: offer-based (please indicate daily fee in your offer for Facilitator and Co facilitator).
- Travel costs within the country: applicable;
- Hotel accommodation and catering is covered by the project;

### **Profile of the experts:**

#### **Education:**

At least master's degree preferably with specialization in education, social sciences, conflict management language, communication study or a field relating to any of the subject areas.

#### **Functional Competencies**

- In-depth knowledge of the socio-cultural, economic, and political context of the Great Lakes project region;
- Demonstrated strong experience in conducting training workshops;
- A strong knowledge of Great Lakes Region, specifically, development, politics, history, society, and conflict issues.
- Tertiary qualification in adult learning and strong experiences in training youth.
- Availability for time-durations specified in this call.
- Demonstrated experience with research and participatory methods.
- Experience in the usage of computers and office software packages (MS Word, PowerPoint, etc.).

#### **Core Competencies**

- Ability to produce high quality outputs in a timely manner;
- Demonstrated communication, research, analytical and contextualisation skills;
- Demonstrates integrity by modelling client's values and ethical standards;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Treats all people fairly without favouritism.

The training will be conducted in French (DRC), English (Uganda, Rwanda and Tanzania)

#### **Application guidelines**

A complete application, in French (DRC), English (Uganda, Rwanda and Tanzania) must include the following:

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### 1. Letter of Intent

One page letter of intent that clearly demonstrates the applicant's experience, summary of achievements and strengths in conducting capacity building workshops.

### 2. CVs, including the list of References

- a resume of 3 pages maximum for each proposed team member;
- Provide a list of up to three (3) references, including email address and telephone number, who can testify to your ability to conduct training workshops.

### **Deadline: 24<sup>th</sup> October 2021**

Experts with the above-mentioned profile are kindly invited to send their CV, and letter of intent outlining their relevant experience and their expected overall fee for the preparation and the facilitation of the training.

### **All documents must be submitted as pdf files.**

Please submit your application and offer in one single document by mentioning “**Offer: External Trainers-Name of the country you are applying for**” in the subject line to [application@greatlakesyouth.africa](mailto:application@greatlakesyouth.africa) by copying:

DRC:

[innocent.mpoze@greatlakesyouth.africa](mailto:innocent.mpoze@greatlakesyouth.africa) and [isaac.muchele@greatlakesyouth.africa](mailto:isaac.muchele@greatlakesyouth.africa)

Rwanda:

[innocent.mpoze@greatlakesyouth.africa](mailto:innocent.mpoze@greatlakesyouth.africa) and [jeanclaude.twahirwa@greatlakesyouth.africa](mailto:jeanclaude.twahirwa@greatlakesyouth.africa)

Tanzania:

[innocent.mpoze@greatlakesyouth.africa](mailto:innocent.mpoze@greatlakesyouth.africa) and [jimmy.luhende@greatlakesyouth.africa](mailto:jimmy.luhende@greatlakesyouth.africa)

Uganda

[innocent.mpoze@greatlakesyouth.africa](mailto:innocent.mpoze@greatlakesyouth.africa), [kwezi.tabaro@greatlakesyouth.africa](mailto:kwezi.tabaro@greatlakesyouth.africa) and [lydia.byogero@greatlakesyouth.africa](mailto:lydia.byogero@greatlakesyouth.africa)

**Only selected candidates will be contacted.**

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