Terms of reference (ToR) for the GIZ – Civil Peace Service Programme Proposal Consultancy

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General information

Brief information on the project

The Civil Peace Service (CPS) works worldwide toward the non-violent transformation of crises and conflicts. It is implemented by GIZ and 8 other civil society organisations and is funded by the Ministry for Economic Cooperation and Development. The CPS experts work on the transformation of the causes and consequences of conflict and violence, and provide capacity building for national staff, organisations and communities. GIZ-CPS engages in more than 20 countries, including Ethiopia.

The current CPS Programme in Ethiopia, "Dialogue Promotion for Trust-Based Land and Resource Management in the Oromia Region, Ethiopia", started in 2018 and will run until the end of 2022. The programme aims toward a trusting cooperation between different population groups, traditional authorities, government representatives and non-governmental organizations in Oromia and at its borders, so that land and resource conflicts are increasingly dealt with non-violently. Using dialogue as its main approach, the implementation focuses on three conflict scenarios in Oromia, including 2 border regions of SNNPR and Amhara. Two of the selected conflict scenarios include regional cross border conflicts and are between pastoralists and farmers. The third scenario is a pastoralist conflict within Oromia. With the focus on civil society and civil society organizations at the heart of its cooperation approach, in Ethiopia the CPS works with both government and civil society organizations, namely: Ministry of Peace, Oromia Bureau of Administration and Security, Ethiopian Evangelical Church Mekane Yesus, and Oromia Pastoralist Association. Other core approaches of the CPS are the engagement with partner organizations mainly though capacity building and the secondment of staff (national and international). Seconded staff is placed in the partner

organisations, working together on the non-violent transformation of conflicts. Along with the capacity building approach, CPS provides financial support towards jointly planned actions in line of the defined programme outcomes.

With the current programme coming to an end in 2022 a new programme shall be developed for the period of 2023-25. In the process of developing the new programme, CPS has already carried out a conflict analysis, established general peacebuilding needs and possible implications this may have for CPS. Out of this analysis, possible areas of engagement have been formulated. The new programme should utilize the strengths of the CPS approach in transforming conflicts in Ethiopia and build on existing experiences to develop the work of GIZ-CPS in Ethiopia and adjust it to current trends.

Context and Objective

GIZ would like to carry out a mission assessment in order to validate the already established peacebuilding-needs and formulated areas of engagement. The consultancy should recommend possible areas of engagement for CPS in the years 2023-25, in thematic and regional terms. Findings and recommendations of the assessment will flow into the development of the new programme outcome definition and written proposal, including indicators and theories of change. Here it will be essential to assess which peacebuilding initiatives and partnerships shall be further built on from the current programme (2018-2022) and which new initiatives shall be set up. More specifically, the assessment should generate recommendations along the already newly-formulated peacebuilding objectives, identify potential partner organisations that CPS could work with in the new programme, including a possible regional focus and formulate inputs for the project proposal. The consultancy should be conducted in Addis Ababa and carried out over the months July-August.

Guiding Questions to meet the Objective:

- Validate peacebuilding-needs established by CPS in its preliminary assessment with other stakeholders and partners. With which actors do we overlap in our needs-assessment? Who is working towards these needs? Where/what are the possibilities for cooperation (partner organisations)?
- Identify best fitting/most appropriate levels or tracks for engagement (possibly multi-track/level) (national, regional, local, focusing on tracks 2 and 3) according to the capacities of GIZ-CPS Ethiopia, including potential partner organizations.
- Assess the preliminary intervention options (1-7) drafted by CPS. Which ones fit the peacebuilding needs best and for which are we best positioned to engage? Which options can be efficiently merged, co-implemented? Where do the options overlap with current movements/trends?

a. GIZ shall hire the contractor for the anticipated contract term, from 04.08.2021 to 17.09.2021

b. The contractor shall provide the following work/service:

- General preparation and engagement to understand the approach and capacities of GIZ-CPS and the thematic areas that our organisation is working in – design of the consultancy.
- Assessing possible peacebuilding objectives of the new programme and selecting a focus based on conflict analysis, CPS capacities and potential partner organisations
- Identification and mapping of peacebuilding actors (current and new) for cooperation that can fit into the new programme in close coordination of CPS experts.
- Profiling of peacebuilding actors (current and new): Visiting and interviewing. CPS experts to join.
- Conducting a joint strategy workshop with CPS and a validation workshop with all stakeholders.

Deliverables

1. Detailed outline and sequencing of consultancy. This should include design options and methodology (e.g. research questions, reporting format, dates).
2. Identify and map findings related to peacebuilding-needs, including key drivers of conflict and key drivers for peace. (This will be used in a joint workshop to go through an impact and outcome formulation. Methodologies and tools used in the workshop will be developed in consultation and guidance with CPS team. Compare point 5.)
3. Map of peacebuilding civil society organisations landscape in Ethiopia. Including the identification and profiling of possible partner organisations for CPS.
4. Precise recommendations on areas of engagement, and levels/tracks of engagement and possible regional focus or geographical scope.
5. Out of steps (2-4), undergo a strategy-building workshop by 13. August, out of which draft results matrix, outlining outcomes, indicators and theories of change are developed jointly with CPS experts. CPS experts will support and guide with the development of appropriate tools to guide the process.
6. A validation workshop on preliminary CPS proposal outline (2-5) by 20. August and recommendations involving stakeholder and to be held in Addis Ababa. This is to be conducted after data collection, before finalisation of the report and writing of proposal.
7. A written report summarizing above steps and findings (Consultancy Plan, Partnership Interview Notes, Partner Profiles, Problem Analysis, Results Model, Theory of Change, Indicators, VWS Presentations, Precise Recommendations on Areas of Engagements) by mid of September.

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Tender requirements

1. Qualifications of proposed staff

Based on the CV and voluntary references, the expert will be assed according to the following criteria.

1.1 Expert 1:

1.1.1 *General qualifications:*
Education: University qualification (M.A./Phd) in social sciences, peace and conflict studies, law or related fields.

Professional experience: Minimum of 10 years experience in peacebuilding. Minimum of 8 years experience in programme design and implementation (proposal writing, planning, monitoring and evaluation of projects) and facilitation of strategic processes.

1.1.2 *Experience in the region/knowledge of the country:*

Minimum of 5 years experience working in Ethiopia and/or the Horn of Africa. Work experience in other African countries is an asset.

1.1.3 *Language skills:*

Business fluency in English. Amharic and/or Afaan Oroma are an asset.

1.2 Expert 2:

1.2.1 *General qualifications:*
Education: University qualification (B.A. or higher) in social sciences, peace and conflict studies, law or related fields.

Professional experience: Minimum of 5 years experience in peacebuilding or a related field. Minimum of 3 years experience in data collection, facilitation and report writing.

1.2.2 *Experience in the region/knowledge of the country:*

Minimum of 3 years experience in Ethiopa and/or the Horn of Africa.

1.2.3 *Language skills:*

Business fluency in English. Amharic and/or Afaan Oroma are an asset.

2. Appropriateness of proposed concept

The proposal concept will be evaluated according to the following criteria:

1. Design options and methodology:

The proposal demonstrates a robust understanding of the appropriate and required methods and processes to guarantee a high quality of the deliverables.

2. Demonstrates understanding of ToR/CPS needs:

   The proposal targets the formulated needs and deliverables precisely and addresses the core objective/purpose of the intended consultancy, as formulated in the ToR.

3. Demonstration of networking ability/positioning:

   The proposal can demonstrate the applicants ability and plan to network with relevant organisations (peacebuilding actors/CSOs).

4. Reliability/concreteness on deliverables:

   The proposal demonstrates/reasons how the deliverables will be achieved according to the time-line and considering all constrains and opportunities.

3. Specification of inputs

Activity	**No. of Experts**	**No. of Days**	**Note**
Preparation	1	3	
Assessment of preliminary intervention options	1	3	
Identification and mapping of relevant PB actors	1	2	
Interview with potential and current partner organisations	1	6	
Data analysis	1	2	
Strategy-building workshop	1	2	one day workshop including preparation and postprocessing
Validation workshop with relevant stakeholders	1	2	one day workshop including preparation and postprocessing
Formulation of parts of the proposal	1	3	
Writing of final report	1	2	
Total expert days		**25**	

The location for the consultancy is Addis Ababa, so no addtionial cost for per diem or transport apply. GIZ will cover the costs for organising the workshops. We are looking for a consultancy company, who can divide task between different experts.

Calculate your financial bid exactly *in line with the quantitative requirements of the specification of inputs above. There is no contractual right to use up the full days/travel or workshops or budgets. The number of days/travel/workshops and the budgets will be contractually agreed as* ***maximum amounts****. The regulations on pricing are contained in the price sheet.*

Note:

If restrictions are introduced to combat coronavirus/COVID-19 (restrictions on air travel and travel in general, entry restrictions, quarantine measures, etc.), GIZ and the contractor are obliged to make adjustments to their contractual services to reflect the changed circumstances on the basis of good faith; this may involve changes to the service delivery period, the services to be delivered and, if necessary, to the remuneration.