



## TERMS OF REFERENCE

### Trainer for Capacity Building of Community Peace Monitors and Duty Bearers

#### 1. Background

Paradigm for Social Justice and Development (PSD) is implementing a project aimed at strengthening the Community-Based conflict prevention and peace building mechanisms through the establishment of a Community-Based Early Warning and Response Mechanism (CBEWRM).

The initiative seeks to enhance the capacity of communities to identify early signs of conflict, document emerging risks, and initiate timely responses in collaboration with relevant authorities. The project places particular emphasis on the meaningful participation of women and youth in peace and security processes in line with the Women, Peace and Security (WPS) agenda.

To operationalize the Community-Based Early Warning and Response Mechanism, PSD intends to conduct capacity-building trainings for Community Peace Monitors and Duty Bearers, including local government leaders and relevant authorities responsible for responding to early warning alerts.

While the trainings will be conducted separately for the two groups, PSD intends to engage one qualified consultant/trainer to design and facilitate both trainings to ensure consistency in training content, methodology, and reporting processes.

#### 2. Objective of the Assignment

The overall objective of this assignment is to strengthen the knowledge and practical skills of Community Peace Monitors and Duty Bearers to effectively support the implementation of the Community-Based Early Warning and Response Mechanism (CBEWRM).

Specifically, the training aims to:

- i. Strengthen understanding of conflict analysis and early warning indicators.
- ii. Enhance knowledge of gender-responsive peacebuilding approaches.
- iii. Build capacity on the operation and functionality of the CBEWRM.
- iv. Improve documentation, reporting, and response coordination mechanisms.
- v. Strengthen collaboration between communities and local authorities in conflict prevention and response.

#### 3. Scope of Work

The consultant/trainer will be responsible for the following:

##### 3.1 Training Design and Preparation

- Review the project proposal and training objectives provided by PSD.



Implemented by



- Develop comprehensive training modules and materials aligned with the CBEWRM framework.
- Ensure the training integrates gender-sensitive and inclusive approaches, in line with the Women, Peace and Security agenda.
- Integrate practical examples and contextual realities relevant to community peace-building and early warning mechanisms.

### 3.2 Training Delivery

Conduct two separate trainings:

#### Training 1: Community Peace Monitors

- Duration: **3 days**
- Participants: Selected Community Peace Monitors (women, youth, and persons with disabilities)

#### Training 2: Duty Bearers

- Duration: **2 days**
- Participants: Local government leaders, security actors, and relevant authorities responsible for responding to early warning alerts.

The consultant will ensure that both trainings promote interactive learning and practical application of knowledge.

### 3.3 Key Training Topics

The training should cover but not be limited to:

- Introduction to conflict prevention and peace-building
- Conflict analysis and identification of early warning signs
- Gender-sensitive conflict analysis
- Community-Based Early Warning and Response Mechanism (CBEWRM)
- Reporting and documentation of early warning signals
- Roles and responsibilities of Peace Monitors
- Roles of duty bearers in responding to early warning alerts
- Community engagement and mediation
- Coordination between communities and authorities
- Ethical considerations and protection principles.



### 3.4 Methodology

The training should apply participatory and practical approaches, including:

- Group discussions
- Case studies
- Role plays
- Simulation exercises
- Practical reporting exercises.

### 3.5 Reporting

The trainer will:

- Submit a training report summarizing key discussions, outcomes, and recommendations.
- Provide training materials and tools used during the sessions.
- Share participant attendance and evaluation results.

### 4. Expected Deliverables

The trainer will deliver:

1. Training curriculum and detailed session plan
2. Training materials (presentations, handouts, exercises)
3. Facilitation of:
  - 3-day training for Community Peace Monitors
  - 2-day training for Duty Bearers
4. Final training report including; Summary of training sessions, Participant feedback and evaluation results, Key outcomes and lessons learned and Recommendations for strengthening the CBEWRM implementation

### 5. Duration of Assignment

The assignment will cover:

- Preparation and training delivery
- 5 training days total (3 days Peace Monitors + 2 days Duty Bearers)

The exact training schedule will be agreed with PSD.



## 6. Qualifications and Experience

The trainer should have:

- At least 5 years of experience in peace-building, conflict prevention, or community mediation.
- Proven experience conducting capacity building trainings for community actors and government stakeholders.
- Strong knowledge of early warning systems and conflict analysis frameworks.
- Experience integrating gender and Women, Peace and Security (WPS) principles into training.
- Excellent facilitation and participatory training skills.
- Experience working with community structures and local government in Uganda or the Great Lakes region.

## 7. Application Requirements

Interested consultants should submit:

- Technical proposal outlining training approach
- Financial proposal
- Curriculum Vitae
- Examples of previous similar assignments (if available).

## 8. Submission Deadline

Applications should be submitted **no later than 22<sup>nd</sup> March 2026**, to [paradigmforjustice@gmail.com](mailto:paradigmforjustice@gmail.com)