



## Mediation Trainer

### Terms of reference (ToR)

#### 1. General Information:

Justice without Frontiers (JWF), a dynamic active local non-governmental juristic organization founded in Beirut in 2005, is deeply committed to championing human rights, justice, democracy, peace, and the rule of law. Over the last decade, JWF's impactful work has addressed crucial initiatives, from addressing Sexual and Gender-Based Violence (S/GBV) to empowering women's access to justice, advocating for marginalized individuals, combating human trafficking, and more.

#### 2. Brief Information of the Project:

JWF is implementing a project in partnership with Deutsche Gesellschaft für International Zusammenarbeit (GIZ) and funded by the Federal Ministry for Economic Cooperation and Development (BMZ), within the Framework of Promoting Gender Responsive and Inclusive Politics and Economy in the MENA Region – WoMENA.

The project aims to empower women and girls in Lebanon by fostering their active participation in political and economic spheres within a safe, inclusive, and gender-responsive and transformative community through strengthening vulnerable beneficiaries accessing social cohesion and protection services and supporting companies, NGO's, women's and gender networks to implement innovative approaches to strengthen women's participation.



### 3. Request:

Justice Without Frontiers is seeking to hire a consultant or institute to provide trainings for 20 participants on mediation to become mediators and JWF's focal points within their community. The participants will be able to negotiate conflicts related to women protection, digital safety, issued related to starts-up. The participants will be women, aged from 25 to 50 years old and have a role with their community.

### 4. Time Schedule:

A five days of hybrid training in the following topics: Introduction to conflict, Emotions and stress management, communication tools and Obstacles, Facilitation and initiation to mediation to empower the participants and equip them with the necessary knowledge to facilitate awareness sessions under the supervision of Justice Without frontiers.

### 5. Scope of work and deliverables

- Develop and deliver training modules on mediation practices.
- Provide resources and materials for participants.
- Assess participants' understanding and skills through evaluations.
- Prepare a report about the training.

### 6. Responsibilities:

- Design a comprehensive training curriculum tailored to the audience.
- Conduct training sessions.
- Offer ongoing support and guidance to participants.
- Gather feedback to improve future training sessions.

### 7. Skills and Experience required:

- Proven experience in mediation and conflict resolution.



- Previous training or teaching experience in a relevant field.
- Strong communication and interpersonal skills.
- Relevant certifications in mediation or facilitation.

#### **8. Evaluation:**

The offer received will be evaluated based on the years of experience and work portfolio, deliverables as follows:

- Over 5 years of experience as a mediation trainer: 10 points
- Previous work in relevant topics: 10 points
- Previous work with I/NGOs: 10 points

#### **9. Required Documents to be sent / How to apply:**

Interested Candidates should send:

- A Curriculum Vitae
- A Cover Letter
- Financial offer
- Stating two references with contact details

Please submit your offer by email to [procurement@jwf.org.lb](mailto:procurement@jwf.org.lb); and include the consultancy title in the e-mail subject. Deadline for submission: 21/ 10/2024. Applications received after the closing date will not be considered.

Applications will be scored by the JWF committee and only shortlisted candidates will be contacted for an interview.