

CALL FOR APPLICATIONS: DCAF LEBANON ROSTER FOR NATIONAL LEBANESE CONSULTANTS

DCAF Lebanon is establishing a roster of Lebanese national experts and trainers to connect with a diverse range of knowledgeable and experienced Lebanese experts and trainers who possess expertise in the areas of work covered by the DCAF mandate. This roster will facilitate the recruitment, hiring and evaluation of consultants from several thematic areas. This call is for Lebanese nationals only.

In this context, DCAF Lebanon is inviting experienced experts and trainers (individuals, not firms) to apply to be considered for registration in the DCAF Lebanon expert and trainer roster in the below listed thematic areas.

Consultants will provide a range of advisory services specified at the time of contracting for a concrete assignment. When a demand occurs in a particular thematic area, consultants will be selected and called upon to provide demand-driven services. The range of assignments for the consultant may include policy and behavioral analysis, desk research, provision of strategic and operational advice, training and capacity building activities, development of policy papers and strategic frameworks, advocacy, on-site support to projects, debate and conference facilitation, project evaluation, among others.

Thematic areas of relevance of substantive experts AND/OR trainers:

- **Security sector governance** - analysis of internal regulatory and institutional framework, and implementation of institutional reforms.
- **Communication** – external strategy development, social media campaign execution and analysis, content writing and storytelling.
- **Gender** - in the security sector, Lebanese NAP1325, and the Women, Peace, and Security Agenda.
- **Civil-Military Cooperation, outreach, community engagement.**
- **Mediation.**
- **MEL, RBM, project cycle** - sector specific expertise, MEL frameworks, data collection, performance measurement, impact assessment, stakeholder engagement, continuous improvement, quality assurance and risk analysis.
- **Legal research and analysis** national and international contexts - legal review, legal writing, comparative legal research, and policy analysis.
- **Parliament** - parliamentary system, procedure and national action plans, including legislative processes, constitutional knowledge, committee work, policy development, advisory role, legislative research, parliamentary reform, and public relations.
- **Justice** - legal research and legal analysis, policy development and judicial reforms.
- **Human rights** – oversight mechanism, legal analysis, monitoring and reporting, torture prevention, policy development, advocacy, and human rights impact assessment.
- **Migration** - migration management, research

Interested and qualified applicants should identify thematic area that best fits their range of experience and expertise and whether they would like to be considered as an expert, trainer, or both. If applicable, it is possible to select more than one thematic area.

Required Competencies

- **Core Competencies:**
 - Demonstrates commitment to DCAF mission and vision.

- Demonstrates integrity by complying with DCAF values and ethical standards.
- Sensitivity and adaptability to culture, gender, religion, nationality, and age.
- **Functional Competencies:**
 - Strong interpersonal and communication skills, resourcefulness, initiative, maturity of judgment, tact, and negotiating skills, and the ability to cope with situations that may pose conflict.
 - Strong analytical, reporting and writing abilities skills.
 - Ability to work in a team, develop synergies and establish effective working relations with security and defence forces, government, civil society, and other stakeholders.
 - Ability to plan, organize, implement and report on work.
 - Proficiency in the use of office IT applications and internet.
 - Openness to change and ability to receive/integrate feedback.
 - Ability to accommodate additional demands on short notice.
 - Ability to work under pressure and in stressful situations.
 - Ability to manage heavy workloads and solve complex problems with minimum supervision.

Required Skills and Experience

Education:

- Advanced university degree (Master, PhD), preferably of relevance to the chosen thematic area.

Experience:

- At least 10 years of proven working experience relevant to the selected thematic area
- Extensive technical knowledge relevant to the thematic area
- Excellent oral and written skills
- Excellent drafting and formulation skills, and proven record of official reports or papers/studies in the selected area
- Preferably experience on working with the security and defence sector

Languages:

Native Arabic speaker.

Excellent English.

Application Procedure and Requirements

Application: Candidates meeting the listed requirements are invited to apply to the call no later than **11 February 2024 at 11.59 PM** by forwarding the following documents to [**beirut@dcaf.ch**](mailto:beirut@dcaf.ch).

- 1-page motivational statement in English describing your relevant experience
- A concise CV (maximum 2 pages)
- Statement of requested daily consultancy fee

Please identify in the subject of an email and in your message what thematic area position(s) are you applying for.

Contracting Arrangements: Successful candidates will be included in the relevant thematic area of the roster. Entry into the roster system does not constitute any guarantee for consultancy or employment with DCAF.

Evaluation of Applicants:

Applicants will be evaluated against qualifications and the competencies specified for each thematic area/subcategory and the level of requested fees.

Samples of previous work can be requested, and interviews may be conducted as per the needs.

If selected for an assignment, we offer a rewarding, dynamic and challenging work experience, the chance to be part of a multicultural team of supportive, hardworking and values-driven people, and the chance to contribute to improving security of states and their people within a framework of democratic governance, the rule of law, and respect for human rights.

DCAF is committed to equality of opportunity and encourages applications from all qualified candidates regardless of sex, age, disability, gender identity, religion, or ethnicity.

Individuals who seek to serve with DCAF in any individual capacity will be required, if short-listed, to complete a self-attestation stating that they have not committed or been convicted of any criminal offence and have not been involved, by act or omission, in the commission of any violation of international human rights law or international humanitarian law.

DCAF

DCAF - Geneva Centre for Security Sector Governance is dedicated to making states and people safer through more effective and accountable security and justice. Lebanon joined DCAF in 2007 as the organization's first member state from the Arab region. Since 2008, DCAF has worked closely with the Lebanese stakeholders to strengthen public security and justice institutions, render them more responsive to human rights and rule of law obligations stemming from domestic legislation and international conventions signed by the state of Lebanon. DCAF adheres to the principles of impartiality, local ownership, inclusive participation, and gender equality.