

## ROLE PROFILE

Title	Conflict Sensitivity Consultant
Functional Area	SIDA CIVSAM Project
Reports to	Gender and CSS Project Manager
Location	Beirut, Lebanon
Effective Date	May 23, 2022

### THE ORGANISATION

Plan International strives to advance children's rights and equality for girls all over the world. We recognise the power and potential of every single child; however this is often suppressed by poverty, violence, exclusion and discrimination and it's girls who are most affected.

As an independent development and humanitarian organisation, we work alongside children, young people, our supporters and partners to tackle the root causes of the challenges facing girls and all vulnerable children.

We support children's rights from birth until they reach adulthood, and enable children to prepare for and respond to crises and adversity. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. For over 80 years we have been building powerful partnerships for children, and we are active in over 70 countries.

Since 2017, Plan International Lebanon (PIL) has been working in partnership with local, national and international organisations to strengthen capacities and address the needs of Lebanese and refugee children in Lebanon with a focus on adolescent girls and young women. Plan International Lebanon implements projects in the sectors of Child Protection, Sexual and Reproductive Health and Rights, Education, and Youth Economic Empowerment .

### ROLE PURPOSE

Conflict sensitivity and Do No Harm are core principles PIL applies in its overall approach and programming. In practice this means that in contexts characterized by conflict risk or on-going conflict, we work pro-actively and systematically to avoid contributing to violent conflict, and if possible contribute to peace. With the current rise in tension and conflict in the country coupled with the multiple crisis, Plan International Lebanon is looking in further developing its conflict sensitivity approaches and operationalizing it throughout its programmes and interventions. The main aim of this consultancy, is to strengthen the technical capacity of PIL and its partners on systematic conflict sensitivity practices when designing, implementing, monitoring and evaluating projects.

Therefore, we are seeking an experienced Conflict Sensitivity Consultant with demonstrated knowledge and experience in the Lebanese context, and conflict sensitive practices, tools and trainings.

The consultant will provide technical support, focusing on the different conflict sensitivity practices by developing programmatic guidance, tools, and a training package that will be adopted by PIL. The consultant will build on existing tools of Plan International and the experience of the country office in conducting conflict analysis.

## ACCOUNTABILITIES

The Conflict Sensitivity Consultant will be responsible for:

- Consultation with relevant PIL staff and partners to map out current resources and reflect on internal experience in conflict analysis and its application.
- Development of a programmatic guidance note and its relevant tools to ensure that the design, implementation, monitoring, evaluation, and future projects adopt an effective conflict sensitivity approach.
- Develop and deliver a training package on Conflict sensitivity to Plan's staff based on needs, gaps and priorities, including a training plan, PowerPoint presentation, Pre/Post Tests, Agenda, handouts, including exercises and tools, good practices, case studies and training evaluation.
- Provide and facilitate technical sessions, coaching and mentoring to project's staff and project partner.

## Deliverables of the consultancy:

- Programmatic guidance notes to mainstream conflict sensitivity practices and approaches when designing, implementing, monitoring and evaluating the projects including general guidance, checklist, tools etc.
- Training package to be delivered to Plan's staff to strengthen their knowledge and skills; the training package can also be used to deliver similar/shorter trainings to partners.

*The training content must be adapted to level of knowledge and experience of Plan staff and partners.*

## TECHNICAL EXPERTISE, SKILLS AND KNOWLEDGE

The desired qualifications, experience and skillset of the consultant(s) are:

- Relevant academic qualifications and field experience. Masters degree in public health, political science or any relevant field; specific certification or studies in conflict sensitivity is of added value.
- At least 7 years of professional work experience in Conflict Sensitivity field.
- Hands on experience in providing conflict sensitivity trainings.
- Good facilitation skills and ability to deliver induction briefing/trainings.
- Demonstrated experience in the development of toolkits and training materials.
- Demonstrated knowledge of the Lebanese context and experience working in the country
- Ability to deliver on tight time frames and meet deadlines within agreed budgets
- Self-motivated and able to work independently
- Excellent organization and planning skills; detail oriented
- Flexibility to adapt to changing conditions and requirements
- Fluent spoken and written communication skills in Arabic and English.
- Adhere to Plan International's Safeguarding Policy, Code of Conduct, and Prevention of Sexual Abuse & Exploitation (PSEA); Gender and other relevant humanitarian standards and policies.

## **Roles and Responsibilities of Plan International and the Consultant:**

While the consultant will be the lead responsible for the fulfilment of deliverables, Plan International will support with all relevant logistical arrangements as well as being involved in the review of material development and trainings-delivery.

### **Plan International:**

- Will provide general oversight of the consultancy and will coordinate the contract finalization with the Consultant.;
- Will provide any necessary logistics, if needed.
- Will organize the training and communication with participants.

The Gender and CSS project manager will be the main focal point of this consultancy.

### **Consultant:**

- Will sign and adhere to Plan International's policies on Code of Conduct and Child Safeguarding, which will be sent with contract.
- Will submit a budget and timeline, ensuring above-mentioned outputs, including planning and preparations.
- Will be responsible for submitting a final report of the trainings including analysis of the pre and post test results, and the developed material throughout this consultancy.

## **Consultancy Time Frame**

The consultant is expected to develop a 2 weeks' time-frame for consultations with Plan and Partners, delivery of Draft one of toolkit (2<sup>nd</sup> week of June ), and training package (4<sup>th</sup> week of June) etc.

It is anticipated that the whole consultancy should start by the 23rd of May 2022.