



## Terms of reference (ToR) Trainer on Conflict Management

### 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

Empowering women and strengthening the resilience of vulnerable rural and urban communities in South Lebanon and Beirut is a three-year program implemented by a consortium of 3 NGOs, Justice without Frontiers, SHEILD, and JAFRA, led by Welthungerhilfe (WHH) and funded by the German Feder Ministry for Economic Cooperation and Development (BMZ). This program aims to strengthen women's livelihoods and increase the resilience of vulnerable communities engaged in smallholder and subsistence agriculture. Justice without Frontiers' role in this program is to ensure that gender equality is mainstreamed into all project activities, provide tailored training for women in leadership skills and business development, provide legal support, and conduct gender analysis.



**3. Request:**

JWF is seeking a qualified Conflict Management Trainer to facilitate training sessions for beneficiaries in South and Nabatiyeh governates The trainer will work with a focus on conflict resolution and peacebuilding skills targeting vulnerable populations in the area.

**4. Context**

South Lebanon and Nabatieh are areas that have been significantly impacted by various conflicts and face ongoing tensions. The training aims to equip beneficiaries with the necessary skills to effectively manage conflicts, promote peaceful dialogue, and contribute to community stability and resilience.

**5. Target Group of the program:**

The target group of this activity are households selected from 8 locations in the south of Lebanon and representing the Lebanese host community and Syrian refugee families

**6. Time Schedule**

The trainer contracted by Justice without Frontiers is expected to deliver one day training for 12 sessions per year , 5 hours per day starting April 2024 in the South of Lebanon and Nabatieh, as part of their commitment to giving a conflict management training within these communities.

## 7. Scope of work and deliverables

The conflict management trainer is expected to provide the following deliverables:

- Designing a comprehensive one-day training program on conflict management, tailored to the needs and context of the beneficiaries .The training must be in Arabic Language. the transportation and the IT equipment are covered by the trainer
- facilitate interactive sessions that encourage participation and discussion among beneficiaries.
- Prepare Pre- and post-training assessments to measure the impact of the training.
- Prepare regular progress report for each training session detailing the activities conducted, outcomes achieved, and challenges faced, and provide recommendations for future support.

## 8. Skills and Experience required:

- A master's degree in conflict resolution, peacebuilding, or a related field.
- Over 4 years of experience in delivering training on conflict management
- Strong facilitation and communication skills with the ability to work effectively in a multicultural environment.
- Experience working with NGOs or international organizations in the field of peacebuilding and conflict resolution.
- Fluency in Arabic and English, with excellent written and spoken skills in both languages.
- Knowledge of gender, protection, and human rights principles.
- Knowledge and experience in the field of women's rights and gender equality.