



Terms of reference (ToR) Trainer on Leadership

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 about 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 and experienced trainer to conduct a One-day leadership training for 16 different groups based in the South of Lebanon and Palestinian Camps.

This training aims to empower participants mainly women to actively participate in decision-making processes, advocate for their rights, contribute to community development, and lead with confidence, resilience, and integrity in their businesses.

4. Context

Women in the South Lebanon and Palestinian refugee camps in Greater Beirut, face various challenges such as socio-cultural norms and economic constraints that restrict their leadership roles. To address these barriers, it is crucial to provide them with leadership training.

This training aims to empower women to become effective leaders in their communities by equipping them with the necessary skills and support. The role of the leadership trainer is essential in designing and delivering a program that addresses these challenges, enabling women to advocate for their rights, participate in decision-making processes, and contribute to community development.

This training helps women work together and support each other, making them strong leaders who can make a difference in the South Lebanon and Palestinian camps.

5. Target Group of the program:

The target group of the program **women-owned MSMEs**, **women-led cooperatives**, and **start-ups** that are also women-owned.



6. Time Schedule

The trainer contracted by Justice without Frontiers is expected to deliver approximately a one-day training session per year, 5 hours per day starting April 2024 for 16 different groups in South of Lebanon and Palestinian camps in Greater Beirut as part of their commitment to promoting Leadership within these communities.

7. Scope of work and deliverables

The Leadership trainer is expected to provide the following deliverables:

- Design a leadership one day training program tailored to the needs of women in South Lebanon and the Palestinian Camp in Greater Beirut. The training must be in Arabic Language
- Deliver interactive training sessions focusing on leadership and decision-making.
- Training materials, including presentations, and exercises.
- Pre- and post-training tests to evaluate the impact of the training program.
- Progress reports detailing the activities conducted and outcomes achieved for each training session.

8. Skills and Experience required:

- Master's degree in social sciences or Gender field or equivalent background
- Over 4 years of experience in delivering training on Leadership



- Proven experience in designing and delivering leadership training programs for women.
- Ability to produce reports
- Previous work Experience in south Lebanon and Palestinian refugee camps, is preferred.
- Strong communication and interpersonal skills, with the ability to work effectively in a multicultural environment.
- Knowledge and experience in the field of women's rights and gender equality.
- Fluency in Arabic and English Languages with excellent written and spoken skills in both languages.