



## Terms of reference (ToR) Trainer on Mediation

### 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 Mediation Trainer to conduct on one day training sessions for beneficiaries in South Lebanon. The trainer will focus on equipping participants with the skills and knowledge necessary to act as mediators in resolving conflicts within their communities.

### **4. Context**

South Lebanon and Nabatiyeh areas that have experienced prolonged conflicts and tensions, leading to the need for effective peacebuilding processes. The training aims to empower beneficiaries to play a constructive role in promoting understanding, reconciliation, and sustainable peace within their communities.

### **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 approximately 12 different groups per year , 5 hours per day , starting April 2024 in South Lebanon and Nabatiyeh .

### **7. Scope of work and deliverables**

The Mediation Trainer is expected to provide the following deliverables:

- Developing a comprehensive one training program on mediation, including principles, techniques, and best practices.



- Facilitate interactive sessions that encourage participation and discussion among beneficiaries, ensuring a safe and respectful environment.
- Prepare Pre- and post-training assessments to measure the impact of the training.
- Prepare regular progress reports detailing the activities conducted, outcomes achieved, and challenges faced, and provide recommendations for future support.

## **8. Skills and Experience required:**

- A background in Mediation, Law or a related field.
- Over 4 years of experience in mediation
- 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 community development.
- 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.