

Terms Of Reference for Experts/Trainers: Women Empowering Peace (WEP)

Duty Station: Yerevan

Duration: August 25, 2024, to October 31, 2024

Start Date: August 25, 2024

A. Background and Description

The "Women Empowering Peace" (WEP) aims to increase the participation of women in peace processes across Armenia, particularly in the regions of Syunik, Tavush, Vayots Dzor, and Gegharkunik. Considering the ongoing humanitarian crisis and security challenges, especially following the forced displacement of ethnic Armenians from Nagorno-Karabakh, this initiative seeks to empower women and ensure their active involvement in decision-making processes that impact their security and the future of their communities.

Objectives:

- **Capacity Building:** Equip women with the necessary skills and knowledge to effectively engage in peace processes and advocate for their rights.
- **Network Development:** Expand and strengthen networks of women leaders across various sectors to enhance their collective influence in peacebuilding efforts.
- **Policy Advocacy:** Promote women's inclusion in peace processes through collaboration with governmental institutions, CSOs, and women's rights organizations.

B. Description of the Assignment

We seek to engage a team of at least 4 experts/trainers who will collaboratively develop the WEP curriculum, prepare, facilitate, and deliver training sessions and other activities at WEP.

Objective of the Assignment

To develop the curriculum and conduct workshops and trainings focused on negotiation techniques, mediation strategies, and leadership development specifically tailored to women. The target audience will consist of 25 WEP participants and 75 webinar attendees, 20% of whom will be displaced women and those from marginalized communities and representatives from at least 10 Women Rights Organizations (WROs).

Requested Services:

Curriculum Development:

- Collaborate with other experts to co-create the comprehensive WEP curriculum, covering key topics such as negotiation techniques, mediation strategies, human rights, dialogue, negotiation, leadership, policy development, communication, and campaigning skills.
- Structure the curriculum to include training sessions over a two-month period, consisting of two 3-day training sessions and 3 webinars.

Conduct Capacity Building Trainings:

- Two three-day capacity-building training sessions focused on negotiation techniques, mediation strategies, and leadership development.
- Three webinars on women's participation in peace processes.
- Facilitate an evaluation seminar to assess the knowledge increase and outcomes of the capacity-building activities.

Evaluation:

- Prepare and conduct pre and post assessment test to measure the increase in knowledge, skills and attitudes of the participants
- Attend the evaluation seminar to discuss the results and further steps of the work of the created network of participants.

Other tasks:

- Attend online/offline work meetings organized by OxYGen Foundation for the purpose of preparation of the activities to be conducted within the scope of this assignment.
- Prepare a report on completion of the services.

Note: The trainers will work in pairs to provide the trainings, which means that their involvement in the activities may vary depending on the topics and session on the developed curriculum that their expertise fits in the most.

C. Deliverables

- Comprehensive WEP curriculum tailored to the needs of women in peace processes.
- Successful execution of two three-day capacity-building training sessions.
- Three webinars on women's participation in peace processes.
- Pre-and post-evaluation questionnaires.

- Materials such as PPTs and handouts prepared for the trainings.
- Evaluation report detailing knowledge increase and outcomes.
- Narrative report on completion of services.

D. Qualifications and Requirements

- Proven experience in developing and delivering training programs related to peacebuilding, negotiation, mediation, and leadership.
- Familiarity with the agenda of the women's rights organizations and understanding of gender dynamics in peace processes.
- Expertise in designing and implementing interactive and participatory training sessions.
- Proficiency in the methodology of Non-Formal Education (NFE).
- Strong facilitation and communication skills.
- Ability to work collaboratively with the team of trainers and diverse groups of participants.

E. Reporting Lines

The trainers will report directly to the Program Manager of WEP.

F. Remuneration

For providing the above-mentioned services each trainer will receive **gross 450.000 AMD**. OXYGen intends to hire four trainers to work in pairs.

G. Application Process

Interested candidates should submit their CV, proof of conducting similar work in the past (e.g. curriculum, training sessions), and a short (maximum one page) proposal outlining their approach to structuring the curriculum, along with their financial expectations. The package of required documents should be sent to Karen Ayvazyan (Programme Manager) via email at kayvazyan@oxygenfund.am by **August 21, 2024**, with the subject "Trainer/expert for WEP".

For questions, please contact Ani Sardaryan (Project Officer) via email at asardaryan@oxygenfund.am or by phone at +374 96007805.

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