



## TERMS OF REFERENCE

**TITLE:** Peacebuilding Advisor (consultant)

**BASED IN:** Swahili Coast Region: Kenya, Tanzania or Mozambique with the right to work in the country you are based in.

**CONTRACT DURATION:** 1 year from 1<sup>st</sup> March 2023. 4-5 days per week.

**REPORTS TO:** Programme Development Director

### BACKGROUND

Peaceful Change initiative (PCi) is a not-for-profit, non-governmental organisation, registered in the UK, with operations in North Africa, the Middle East, Europe and the South Caucasus region. PCi was founded in 2012 and works to break cycles of violent conflict and build the mechanisms and relationships that support long-term peace.

More information on our work can be found at [www.peacefulchange.org](http://www.peacefulchange.org)

### ASSIGNMENT SUMMARY

Peaceful Change initiative is seeking an experienced peacebuilding expert to accompany and advise the implementation of a peacebuilding project in the Swahili Coast region which begins in March 2023. The project, led by [We World – GVC](#), aims to support youth leadership in community peacebuilding, and seeks to understand the ways in which Swahili cultural practices enable and support peaceful cohabitation within and between communities. Project implementation will take place in Kenya (Kwale county), Tanzania (Tanga and Mtwara regions) and Mozambique (Cabo Delgado and Nampula provinces). Peaceful Change initiative's role within the project is to coordinate research led by three University partners, lead on conflict analysis and conflict sensitivity, and ensure that monitoring, evaluation and learning systems capture peacebuilding impact. The Peacebuilding Advisor will lead PCi's input into the project, supported by PCi's peacebuilding expertise based in London and elsewhere. The Peacebuilding Advisor will also play an important role as part of the global PCi team, representing PCi in the region and contributing to further programme development.

### OBJECTIVES OF THE ASSIGNMENT

The primary objectives of the assignment are to:

- Build excellent working relationships with project partner organisations, representing PCi within the project and in the region.
- Support the design of project baseline, endline and MEAL framework, ensuring that peacebuilding impact can be adequately assessed and that conflict sensitivity risks are monitored.
- Lead the design and implementation of a gender-responsive conflict analysis across project sites.
- Provide conflict sensitivity training, guidance and advice to project partners, including adapting materials and tools where necessary.
- Coordinate research led by academics in three countries on the intersection of youth, culture and peacebuilding, including coordinating the dissemination of research findings to target audiences.

- Support the development of new funding proposals that build on project impact and learning.

## KEY DELIVERABLES

Whilst the delivery of project outputs will be a team effort between partners and within PCi, it is expected that the Peacebuilding Advisor will contribute significantly to the following outputs:

- A practical, easy to use and gender-sensitive conflict analysis.
- A good understanding amongst project partners of key conflict sensitivity risks entailed by the project and how these can be mitigated and monitored.
- A high-quality piece of research that explores the intersection between youth, culture and peacebuilding in the Swahili Coast region, synthesising the findings of research undertaken by universities in Kenya, Mozambique and Tanzania.
- Research outputs that are tailored to the project's target audiences that result in high levels of interest and engagement from these audiences on the research topic.
- A project Monitoring, Evaluation, Assessment and Learning framework that integrates conflict sensitivity and uses practical indicators and tools to assess peacebuilding impact.
- Concept notes and proposals for further work that builds on project learning and impact.

## PERSON SPECIFICATION

### Essential

- Post-graduate qualification in the political or social sciences.
- Experience delivering conflict resolution and peacebuilding projects.
- Excellent research skills and proven research experience.
- Proven experience in advising organisations on conflict sensitivity, including providing trainings and developing tools and guidance.
- Excellent knowledge of the Swahili Coast region, including conflict dynamics and issues around youth inclusion.
- Experience in developing M&E frameworks and tools for peacebuilding projects.
- Fluency in English.
- Willing to model PCi's values of inclusion, dialogue and collaboration.

### Desirable

- Fluency in one or more local languages, particularly Swahili and Portuguese.
- Experience in managing projects in the development and/or peacebuilding sector.
- Project design and fundraising experience.

*Peaceful Change initiative is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. If you have a disability, please tell us if there are any reasonable adjustments we can make to help you in your application or with our recruitment process.*

*Please see our [privacy policy](https://peacefulchange.org/privacy/) for details on how we will process your personal information.*