

Terms of Reference: Consultancy Assignment

Livelihoods Specialist Consultant to support the implementation of Livelihoods interventions in 6 Libyan Municipalities

Duration of assignment: To be agreed

Location: Home-based

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

To that end, we:

- Work to support more effective management of conflict in societies undergoing significant change, by increasing skills and opportunities for dialogue, inclusion and collaboration.
- Work at the local, national, and international levels to mitigate the effects of violence on people's lives, while laying the foundations for long-term peace and stability.
- Empower local peacebuilding practitioners and community leaders, we support their work through a network of international staff and consultants with expertise in a range of disciplines, including mediation and reconciliation, change management, community safety, and psychology.

More information on our work can be found at www.peacefulchange.org

Background to assignment

PCi has recently secured additional funding to integrate a project component focusing on the nexus between livelihoods and peace into its 3-year peacebuilding programme in Libya. This new project component aims to better capture and address the economic challenges faced by communities in target areas as a result of conflict and displacement and exacerbated further by COVID-19. Project activities will look to strengthen livelihood opportunities where the economic crisis is having - or is likely to have - a negative impact on community relations, gender equality and social inclusion.

PCi is looking to recruit a livelihoods specialist consultant with a proven track record in livelihood project management to provide strategic advice and guidance on PCi's expanding livelihood programming and project manage the design and implementation of area specific livelihood interventions in X6 Municipalities in Libya (**Ajdabiya, Bani Walid, Sebha, Tobruq, Ubari, and Zliten**). A detailed research and development phase to determine the specific livelihood intervention in each target location has already been completed by PCi, resulting in an up-to-date snapshot of the local economy, workforce, and labour market gaps in each Municipality. The research highlights key opportunities to support livelihood activities and livelihood resilience in target communities, which also contribute to building peace and social cohesion. The consultant will provide strategic oversight and manage the implementation of each intervention, ensuring that it is successfully delivered in line with the needs of local communities

and that delivery is informed and driven by gathering and reviewing ongoing data and evidence.

Deliverables

1. Project Management: Designing and overseeing the delivery of Livelihoods interventions in X6 Municipalities

The consultant will be expected to have a good understanding of the local context in each Municipality before starting to implement each intervention. This preparatory work may include background desk-based research to gain sufficient knowledge of the political, economic, and social context in each Municipality, including a review of the Local Economy Assessment recently conducted by PCi, conflict analysis, and other relevant literature.

The consultant will review and further develop an existing plan of potential livelihood interventions that has been developed by PCi, informed by Local Economy Assessments conducted in target areas. In this phase, the consultant will be required to integrate into the final plan the findings arising from a round of community consultations that PCi is conducting in target areas. The consultant will be expected to produce a detailed implementation plan and a risk mitigation strategy for all the interventions in each target area.

Deliverable 1: A detailed implementation/ delivery plan, with a clear timeline, and detailed risk management and mitigation strategies for each of the X6 target locations

2. Project Management: Supporting PCi's team in Libya to implement area specific livelihood interventions in X6 Municipalities

The consultant will work closely with PCi's project officers, grants officers and team of trainer mentors to ensure that each intervention is delivered effectively, efficiently and in a timely manner. The Consultant will be responsible for monitoring and flagging potential risks arising from the implementation of the project, including operational, safeguarding, compliance and conflict sensitivity risks.

Deliverable 2: A comprehensive plan outlining how the consultant will support PCi's team on the ground. The plan should include how relationships will be established and managed, with roles and responsibilities guidance.

3. Project Management and MEL: Monitoring, evaluation and applying learning to PCi's ongoing livelihood programming

Working closely with the PCi Team, the consultant will design a detailed MEL methodology, including specific indicators and tools that are tailored to the area specific needs of each target area/ intervention. The MEL methodology should be consistent across all target areas; however, based on different local contexts and interventions, the indicators, targets, etc. may vary.

With PCi's support, the consultant will facilitate remote sessions with PCi's Team of Trainer Mentors based in different locations across Libya to ensure that MEL is conducted at regular intervals and is used to inform future programming.

Deliverable 3: A detailed MEL plan with indicators, milestones, and a clear methodology for assessing and capturing the impact of each intervention. The MEL plan should include tailored M&E methodologies for each area.

4. Project Management: Prepare reports with PCi's project team for donors and public facing audiences (case studies)

In collaboration with PCi's team, the consultant will produce activity and donor reports, and case-studies illustrating the results and impact of the livelihood interventions in target areas. The length and structure of the reports and case studies will be agreed with PCi. The first report drafts will be reviewed by PCi's Team, who will provide feedback and may request up to 2 rounds of changes for each report.

Deliverable 4: Regular activity reports and final project reports including learning and recommendations; case studies illustrating key results and impact of the livelihood interventions

5. Livelihoods strategic Provide PCi's SMT with a clear plan of how to integrate livelihoods within a long term strategic plan that compliments PCi's existing peacebuilding and social cohesion programming direction

A key task for the consultant will be to advise PCi how best to ingrate livelihoods programming into PCi's existing portfolio of peacebuilding and social cohesion workstreams. This is a critical element of the consultancy as PCi is looking to expand livelihoods into future programming in Libya. PCi is therefore looking for a consultant who is able to incorporate evidence based approaches to enhancing peaceful coexistence through livelihood programming preferably in the MENA region.

Deliverable 5: Long term high level livelihoods strategic plan, including a Theory of Change, implementation/ activity plan and clearly defined risk management protocols. The plan MUST integrate livelihoods, peacebuilding, and social cohesion.

Consultancy Days and Rates

PCi see this as a long-term consultancy (between 3- 6 months). The consultancy fees and duration of the consultancy contract will be agreed during the recruitment process.

Person specification

The ideal consultant for this assignment is a self-starter professional with excellent project management and analytical skills, knowledge of economic development, and experience in designing and implementing effective livelihood interventions in conflict-affected countries.

Skills and Experience	
Postgraduate Degree in a relevant subject or demonstrable equivalent experience	Essential
At least 10 years' experience in the peacebuilding, development, or humanitarian sectors	Essential
Demonstrable knowledge of the nexus between livelihoods and peace, and proven experience in designing and implementing impactful livelihood interventions in fragile contexts	Essential
Demonstrable knowledge of MEL processes, including proven experience of designing Monitoring and Evaluation methodologies with tailored indicators and tools, and conducting impact assessments	Essential
Experience of designing risk mitigation plans for the implementation of programmes in conflict-affected or fragile contexts, with a good understanding of conflict sensitivity applied to livelihood programmes.	Essential
Excellent analytical and English writing skills, with proven experience of producing high-quality donor reports and research/policy publications for external audiences	Essential

Experience working with diverse teams; experience living/working in challenging environments	Essential
Experience in developing creative and agile solutions to challenges that occur due to insecurity and conflict	Essential
Knowledge of the Libyan context and experience of implementing programmes in Libya	Essential
Fluency in Arabic	Essential
Willing to model values of inclusion, dialogue, and collaboration	Essential