

**TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT**

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| **TERMS OF REFERENCE (to be completed by Hiring Office)** |
| Hiring Office:Type of Consultant: | UNFPA Malawi Country officeIndividual Consultant: Peace Building Specialist – (Mangochi ) |
| Purpose of consultancy: | UNFPA is one of the UN agencies implementing the Border Districts and Community-Based Conflict Prevention and Peace Building in Malawi, focussing in Mangochi districts.The project aims to strengthen capabilities to mitigate and respond to existing and projected conflict, including radicalisation and terrorism and the potential for Islamic radicalization directly from Mozambique, which is playing on existing latent religious tensions at the community level. It provides support in two border districts in areas of institutional, professional, and community resources to identify, mitigate, and respond to violent conflict or risk of conflict. This includes supporting community networks, increasing their engagement in conflict identification, mitigation, and prevention, strengthening border security management, and increasing the capacity of the national peace architecture.The CO is centrally situated in Lilongwe while the target districts for the project are Mangochi, hence the requirement of the presence of individual consultants to work with the existing partners in the districts to speed up implementation of the phase 1 of the project which is expected to end by April, 2023.The Peace Building Consultants will be part of the UNFPA Country Office project team under the overall direction of the UNFPA Malawi Representative and will be resident in the target districts.In respect to the projected threats of border insecurity, the project will support a border security approach that integrates security, socio-cultural factors and the local economy into a single system. The approach recognises that border communities are unique in livelihoods, socioeconomic relationships, and cultures, and that successful peacebuilding initiatives are owned and led by people in their local context. It includes support for established formal institutional structures, including the legal framework and district peace committees, as well as community-led initiatives and platforms. The deployed officer will provide technical and operational support to gender equality and mainstreaming and youth empowerment for the project’s implementation specifically in service provision for women survivors of conflict, response to and prevention of gender-based violence, and access to wide range of networks of women, youth and adolescent girls. He / She will strengthen capacity of communities to mitigate and respond to conflict and ensure that women and young people in the border districts are better equipped to identify and resolve conflict and other disputes using formal and informal mechanisms without recourse to conflict and improve service delivery and community empowerment by also utilising the model for safe spaces.The Peace Building Consultant will work closely with the focal points in the Country Office, District departments of the Ministry of Health and Ministry of Gender, and Ministry of Youth, implementing partners and sister UN agencies (UNDP, UNWOMEN, and UNODC) to ensure improved coordination and synergies for implementation, monitoring and reporting on UNFPA SRH and GBV components of the Peace building activities at the district  |
| Scope of work:*(Description of services, activities, or outputs)* | Under the overall supervision of Assistant Representative, direct supervision of the Gender Specialist, the consultants will work closely with both the Gender Team, Youth and the SRH Team of UNFPA Country Office in Malawi. More specifically, the consultant will fulfil the following responsibilities:* Support the government ministries of Gender, Youth and Health at the District level and the Implementing partners in executing the project activities.
* Facilitate Training of youth/PwDs and marginalized group on conflict identification and mitigation.
* Facilitate the Gender, youth and persons with disabilities sensitive training for improved delivery of agencies services providers on SGBV and SRHR in border districts and potential conflict settings.
* Support the establishment of a tracking system with support services for survivors of gender-based violence.
* Strengthen Provision of safe spaces and referral systems for survivors of gender-based violence to strengthen conflict risk management
* Facilitate Provision of sexual and reproductive health and rights services to the adolescent girls and women
* Facilitate peace and security gender analysis in each district to ensure equality is prioritised in district level and national imitative
* Conduct Community forums for dialogue on discriminating social and cultural norms
* Work with a digital consultant to expand reach to remote communities through the use of digital tools and the design of youth friendly online participatory processes on peace and security.
* Continuous liaison and reporting on the progress of the implementation of the activities.
* Represent UNFPA in district meetings
* Perform any other duties assigned by the Representative and Deputy Representative in the areas of GBV, SRH and Youth interventions at the district
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| Duration and working schedule: | The consultancy is for the period of 4 months starting from 15th January – 15th April 2023 |
| Place where services are to be delivered: |  Mangochi district |
| Delivery dates and how work will be delivered  | By the end of each month, a monthly report summarising the activities carried out in the month will be submitted.  |
| Monitoring and progress control, including reporting requirements, periodicity format and deadline: | An inception meeting or teleconference will be conducted to discuss how the consultant understands the scope of work and the deliverables. Thereafter, progress will be monitored through regular meetings with the Focal points for the project both at country office and districts. The consultant will document the proposed scope of work. |
| Supervisory arrangements:  | Under the direct supervision by the Gender Office and overall supervision of the Assistant Representative and Resident Representative, the Deputy Representative will provide the direct supervisory role. |
| Expected travel: | The consultant may be required to travel within Malawi as required by the country office to perform functions related to the deliverables. Travel and DSA will be provided (in accordance with UNFPA’s travel guidelines) |
| Required expertise, qualifications and competencies, including language requirements: | **Qualifications:*** A Master’s degree in a relevant discipline including gender studies, human rights, peace, public health, development studies, international relations, or social science fields is required.
* A minimum five years of work experience in the relevant field
* A thorough understanding of the UN system in general, and especially UNFPA mandate, policies and operations is required.
* Excellent analytical, planning, and negotiation skills.
* Excellent communication skills – both in terms of writing and oral.
* Unique experience in service provision for women survivors of conflict, response to and prevention of gender-based violence, and access to wide range of networks of women, youth.
* Extensive experience in providing support to the government departments at district level across numerous sectors.

**Experience:*** At least a minimum of 5 years of experience in the fields of programme management, development cooperation, gender issues or public health is required.
* Prior experience in developing countries is required.
* Prior experience of work in Malawi in the relevant fields of UNFPA mandate, including sexual & reproductive health and rights, youth and gender is desirable.
* Prior experience in GBV, Mentorship of Adolescent girls and/or peace building and conflict management is an asset.
* Prior experience in humanitarian action is an asset.
* Prior experience in inter-agency coordination is an asset.

Required Competencies:**Values:** Exemplifying integrity, demonstrating commitment to UNFPA and the UN System,embracing cultural diversity**,** Embracing change**Core Competencies:** Achieving results, being accountable, Developing and applying professional expertise/business acumen, thinking analytically and strategically, working in teams/managing ourselves and our relationships, Communicating for impact**Functional Skills:** * Results-based programme development and management
* Innovation and marketing new approaches
* Leveraging the resources on national governments and partners/building strategic alliances and partnerships.
* Peace building and conflict management
* Delivering results-based programmes
* Internal and external communication and advocacy for resource mobilisation
* Initiative, sound judgment and demonstrated ability to work harmoniously with staff members from different national and cultural backgrounds.
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| Inputs / services to be provided by UNFPA or implementing partner (e.g. support services, office space, equipment), if applicable: | UNFPA will provide:* Office space.
* Support services where required including transport, and DSA, travel.
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| Other relevant information or special conditions, if any: | Individual consultancy contract will be signed between the consultant and UNFPA Malawi Country Office. |