

TERMS OF REFERENCE

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Duration of Assignment:

Approximately for the period of 4 months (preferred start on September 15th 2024), a maximum of 34 working days within this period.

1. BACKGROUND

Domovik was established in 2010 in Mitrovica North. Domovik is profiled as an organization that conducts activities concerning the psychosocial and physical health, social and legal protection, and education of children, youth, and members of vulnerable groups, and as an organization that seeks to help people in understanding the factors that affect their life quality.

Supported by the UNICEF Kosovo Programme under the United Nations Peacebuilding Fund, Domovik will develop a program for extracurricular activities with the aim of equipping students from 24 schools with peace conflict resolution skills thus enabling them to address and resolve conflicts peacefully and constructively, further fostering a culture of dialogue, consultative decision-making and compromise within schools.

2. OBJECTIVE AND SCOPE

The process of developing a program for increasing students’ competencies in peaceful conflict resolution and tolerance should cover the following objectives:

1. Cooperate with selected schools to identify the need for increasing students’ competencies related to peaceful conflict resolution and tolerance;
2. Cooperate with teachers and facilitate a working group for the development of a program for increasing students' competencies related to tolerance and peaceful conflict resolution;
3. Prepare a set of workshops on different topics (e.g. Democracy and Participation, Critical Thinking, Conflict Resolution, Tolerance, Gender Sensitivity, and Respect for Diversity...), including a detailed plan for workshops, methodology, tools for the implementation of workshops, etc.
4. Conduct 3 days of the Training of Trainers (ToT) model for teachers of selected schools;
5. Create pre- and post-questionnaires for the realization of a program for increasing students’ competencies related to tolerance and peaceful conflict resolution;
6. Create a guidebook for the realization of a program for increase students’ competencies related to tolerance and peaceful conflict resolution;
7. Develop 24 annual action plans for increasing students’ competencies related to tolerance and peaceful conflict resolution.

It should be emphasized that all relevant documents, available at Domovik, will be provided upon request of External consultant/company.

3. ROLES AND RESPONSIBILITIES

3.1 External consultant/company:

The External consultant/company will be responsible for:

- Provide a detailed work plan for the assignment;
- Facilitate online/in-person meetings with Domovik staff and school representatives;
- Draft a program on increasing students’ competencies related to tolerance and peaceful conflict resolution;
- Conduct a three days training module;
- Draft a guidebook.

- Draft 24 Action Plans for building students’ competencies related to tolerance and peaceful conflict resolution
- Submit final reports.

3.2 Domovik:

Domovik will have the responsibility for the overall management of the consultancy, and this will include the following:

- Reviewing and approving the proposed draft documents Terms of Reference
- Providing technical and logistical support for conducting meetings
- Ensuring that Domovik management staff provide all necessary documentation
- Supporting consultant in a facilitation process.
- Monitoring the delivery of milestones.

4. KEY DELIVERABLES

- Fully developed program for increasing students’ competencies related to tolerance and peaceful conflict resolution;
- Three days ToT for selected teachers;
- A total of 24 fully developed Action Plans for increasing students’ competencies related to tolerance and peaceful conflict resolution;
- Guidebook for the program for increasing students’ competencies related to tolerance and peaceful conflict resolution;
- The final reports;
- Timesheet.

5. DURATION AND TIMEFRAME

The contract of the assignment should be within the timeframe of 4 month, preferable throughout the period starting from September 15th 2024.

6. QUALIFICATIONS AND COMPETENCIES OF External consultant/company

- A minimum of three (3) years’ experience in working with Civil society, and public educational institutions.
- A minimum of three (3) years’ experience in the field of child rights.
- Experience in developing Action Plans.
- Proven experience in developing programs for improving the role of young people in the community.
- Excellent analytical, oral, and written communication skills.
- Strong facilitation skills.
- Strong interpersonal skills and the ability to communicate and collaborate well with diverse people.

7. APPLICATION PROCEDURE

Applications must be sent in English or Serbian and entail the following:

- Expression of Interest and availability;
- CV;
- Expected remuneration, in the form of gross fee.

8. Zero tolerance on Sexual exploitation and abuse

Domovik applies zero tolerance on sexual exploitation and abuse. It is, therefore, required that the interested candidates read and understand the Anti-harassment, Intimidation, and Bullying Policy and Child Safeguarding Policy. The policies are available in About US section of www.domovik.org web site, or through links:

https://domovik.org/wp-content/uploads/2023/02/NGO-domovik-politika-protiv-zlostavljanja-zastrasivanja-i-uznemiravanja_2022.pdf and https://domovik.org/wp-content/uploads/2023/02/Politika-za-zastitu-deteta_2022.pdf

9. How to apply

Expression of Interest clearly named as “Develop a program on increasing students’ competencies in peaceful conflict resolution and tolerance” can be submitted at email addresses office@domovik.org and c.djordjevic@domovik.org or as a hard copy at the address Sutjeska bb, L1, Mitrovica North, before **4 September 2024, 16:00** hours local time. Only short-listed candidates will be contacted.