

# Terms of Reference: Development of peacebuilding e-learning modules for youth in Northeast Nigeria

**Purpose of the consultancy:** To design an engaging e-learning course focusing on responding to violence and enhancing conflict transformation / peacebuilding skills for youth in northeast Nigeria.

**Background:** Conciliation Resources is an independent London-based organisation working with people in conflict to prevent violence, resolve conflicts and promote peaceful societies.

We believe that building sustainable peace takes time. We provide practical support to help people affected by violent conflict achieve lasting peace. We draw on our shared experiences to improve peacebuilding policies and practice worldwide.

Conciliation Resources has been working with our local civil society partners to support locally owned peacebuilding efforts in Nigeria since 2011. In Nigeria, young people are particularly vulnerable to becoming embroiled in violence - whether as victims, protectors or perpetrators. Nonetheless, they are all but excluded from the design and implementation of strategies to respond to the violence. Response mechanisms are all too often ineffective and inappropriate in nature as they do not reflect the knowledge, needs and concerns of those most affected by the violence. Conciliation Resources and our local NGO partners therefore focus on placing youth at the heart of the initiatives that we support.

We work in conflict-affected communities to empower youth with the confidence, knowledge and skills to pursue non-violent solutions to their challenges and to foster the social, economic and political inclusion of youth by transforming the attitudes and behaviour of wider society. We support the formation of youth networks and train, mentor and accompany them to analyse conflicts, promote messages of tolerance and acceptance, articulate their needs, and engage local duty bearers for change.

Over the past six years much of our work has focused upon Plateau State in the Middle Belt of Nigeria. However, we have recently developed a new stream of work, which takes the experiences and lessons from our previous initiatives and adapts it to the context in northeast Nigeria.

In an effort to expand our work beyond our focus communities and reach a wider range of the population, we are launching a number of virtual peacebuilding networks comprised of youth from across the northeast. As part of these virtual networks, youth will have the opportunity to remotely undertake a series of e-learning modules to enhance their conflict transformation/peacebuilding knowledge and skills.

## About the consultancy

We are looking for a consultant or consortium to design an engaging e-learning course focusing on responding to violence and enhancing conflict transformation / peacebuilding skills. This course will be aimed at empowering a network of youth in northeast Nigeria with the confidence and skills to take a central role in peacebuilding initiatives in their communities.

Given that the most reliable and widespread access to the internet in northeast Nigeria is through smartphones, the course will be delivered primarily through WhatsApp. The 'Group Chat' function of WhatsApp will be used to facilitate collaborative learning through a series of virtual classrooms.

The course will combine visually engaging and stimulating 'infographic posters', interactive tasks and moderated peer-to-peer discussions.

The course will be comprised of eight modules focusing on a different topic that all come together to form a coherent series. After a number of consultations, we have currently identified the following themes (though they are subject to final review so there may be some minor amendments):

- Principles of peacebuilding
  1. Introduction to peacebuilding and co-existence at the local level
  2. Inclusion and tolerance
  3. Role of youth in peacebuilding
- Personal relationship to conflict
  4. Personal Safety and risk mitigation strategies
  5. Conflict management styles
  6. Engaging with others in a conflict: Security actors, government actor and other community member
- Peace and security at the community level
  7. Community awareness raising and mobilisation
  8. Community Resilience: How community can support each other

The e-learning course is part of a wider project that Conciliation Resources is implementing in conjunction with two local NGO partners. The project is called 'Peace by the people: Strengthening the capacities of youth to prevent and respond to violent conflict in northeast Nigeria' and in addition to the e-learning course will include a number of on the ground youth capacity building training sessions that will provide the opportunity to reinforce their skills. However, due to logistical and access issues, many of the e-learning course participants will be unable to participate in the on the ground trainings. Therefore, the e-learning course must complement and build upon the project's other capacity building efforts whilst also working effectively as a standalone training tool.

In the creation of the e-learning modules, there are two core strands of work:

- **Strand 1: Design of the training course content** in collaboration with Conciliation Resources staff members
- **Strand 2: Production of visually appealing and stimulating training materials** (including infographics) that can be delivered through WhatsApp

Given that these two tasks require a diverse skillset, we are happy to receive applications from individuals/teams applying for one of these two strands *or* consortiums applying for both strands of the work.

### Specifications and considerations:

- Eight e-learning modules should be produced in collaboration with Conciliation Resources on the following topics.
  1. Introduction to peacebuilding and co-existence at the local level
  2. Inclusion and tolerance
  3. Role of youth in peacebuilding
  4. Personal Safety and risk mitigation strategies
  5. Conflict management styles
  6. Engaging with others in a conflict: Security actors, government actor and other community member

7. Community awareness raising and mobilisation
8. Community Resilience

- Modules should be designed for delivery through WhatsApp and, as such, should be bite sized, accessible and interactive.
- The course content must reflect the needs, knowledge and existing capacity of youth in northeast Nigeria.
- Each module should provide participants with recommendations on publically available tools and resources to supplement their learning.
- Each module should include a facilitator guidance pack, which includes suggested topics for group discussion and information around the pacing of the course.
- Course design should incorporate mechanisms for participant feedback and consider ways of monitoring the impact of the training.
- Each module will include approximately 7-10 visually engaging 'infographic posters.' If feasible, the additional use of audio/visual clips is encouraged if feasible.
- Formatting must be conscious of the need to minimize the file sizes of any training materials in light of weak and sporadic Internet connectivity.
- To enable use in other contexts, all final products should be editable by Conciliation Resources. In the event that specialist software is required to edit elements of the training materials, two software licenses should be included in the budget.

The consultant(s) will report to Conciliation Resources' West Africa Programme Director.

## Duties and responsibilities:

### Strand 1: Design of the training course content

- Work with Conciliation Resources to collaboratively agree the course's learning objectives and finalise the module topics (Budget for at least one face-to-face meeting in London or Abuja)
- Undertake a review of relevant pre-existing materials (Conciliation Resources and open source)
- Develop course outline for modules 1-4 in collaboration with Conciliation Resources
- Produce a guidance pack for course facilitators for modules 1-4, which will include recommended discussion topics, case studies etc.
- Work with Conciliation Resources to test modules 1-4 with a small sample size and make any necessary revisions
- Develop course outline for modules 5-8 in collaboration with Conciliation Resources
- Produce a guidance pack for course facilitators for modules 5-8, which will include recommended discussion topics, case studies etc.
- Work with Conciliation Resources to test modules 5-8 with a small sample size and make any necessary revisions
- Participate in a Conciliation Resources facilitated roundtable event London on the role of digital/remote/e-learning in peacebuilding and reflect on the lessons learnt through this process

### Strand 2: Production of visually appealing and stimulating training materials

- Produce graphics and other audio/visual training materials for modules 1-4, including between 7-10 graphics per module.
- Make any revisions to training materials for modules 1-4 after testing.

- Produce graphics and other audio/visual training materials for modules 5-8, including between 7-10 graphics per module.
- Make any revisions to training materials for modules 5-8 after testing
- Train Conciliation Resources staff on editing the graphics and other visual elements of the modules so that they can be modified to other contexts

**Timeframe:** All eight modules must be designed, tested and finalised by March 2018. The modules should be designed sequentially with the first four modules finalised by the end of January 2018 ahead of a February 2018 role out.

### Skills and Requirements:

#### **Strand 1:** Design of the training course content

- In-depth understanding of conflict resolution and peacebuilding issues.
- Proven track record of designing engaging training courses aimed at all capacities.
- Knowledge and experience of remote/digital training approaches.
- Must be based in or have the pre-existing right to visit the United Kingdom.

#### **Strand 2:** Production of visually appealing and stimulating training materials

- Previous experience taking the lead on the design and creation of compelling audio/visual materials in a variety of formats.
- A strong mix of conceptual and design delivery skills with the capacity to contribute highly innovative and creative thinking to the project.
- Have proven experience of delivering projects within tight timescales.
- Ability to communicate effectively and work in close collaboration with the course designer.

### Instructions for submission:

Qualified organisations, individuals or consortia should indicate in their application whether they are applying for:

- **Strand 1:** Design of the training course content
- **Strand 2:** Production of visually appealing and stimulating training materials
- **Both Strand 1 and 2**

All applications should be emailed to [recruitment@c-r.org](mailto:recruitment@c-r.org) and should include:

- For Strand 1: A short proposal (5-page maximum) outlining your suitability for the position, the proposed training content for the modules, the learning methodology and a 'mock-up' of one 'infographic poster';
- For Strand 2: A short proposal (2-page maximum) outlining your suitability for the position and suggest innovative visual mediums to present the training materials. All applications should also include a small portfolio of relevant samples previously produced;
- All Strands: A itemised budget outlining total costs, including professional fee and expenses associated with the delivery of the consultancy;
- All Strands: Proposed timeline for delivery;
- All Strands: CV(s) of the lead applicants (2-page maximum per CV)

The deadline for submission of proposals is 17.00 BST (London) on Friday 8 September 2017. Only short-listed candidates will be contacted for interviews.