Annex 1   Terms of Reference

Subject: Consultancy in Support of the Interpeace Peace Responsiveness Facility

Background

The Interpeace Peace Responsiveness Facility (PRF) is dedicated to creating and accompanying multi-level change processes in the UN system so that humanitarian and development actors strengthen their contributions to sustainable peace – in other words, become more "peace responsive".

It does so, on the one hand, by strengthening the capacity of individuals, organizations and the humanitarian and development system as a whole to deliberately design for and realize peace-contributing outcomes, support locally led change, and strengthen resilience to conflict and violence.

On the other hand, the facility promotes and supports a gradual transformation in organizational forms and operational practices to foster an enabling institutional environment for operationalizing the Sustaining Peace agenda.

The PRF works through six integrated components:

- Institutional partnerships
- Joint programming
- Supporting change agents
- Cross-organizational exchange and learning
- Research and knowledge base, and
- Policy engagement and outreach to donors.

In order to achieve these objectives and implement the six components, Interpeace is setting up a roster of experts to provide support to the Peace Responsiveness Facility and to advancing peace responsiveness.

These experts will be brought on board for short-term or more long-term assignments, whereby the highest possible alignment will be sought between consultants' passions, interests and specific expertise and Interpeace's needs and strategic priorities.

Description of Potential Assignments

Interpeace would like to form a roster of consultants who are committed to the objectives of its strategic priority of fostering peace responsiveness, and who bring together a broad range of capacities and skills. The types of assignments will differ, depending on Interpeace's needs and priorities as well as on ideas and initiatives that the consultants themselves bring to the table.

The following types of assignments can serve as examples:

- Institutional accompaniment to one partner organization (typically a multi-mandated UN agency or other organization), e.g. through supporting the identification of opportunities and strategic priorities for building greater organizational commitment for sustaining peace, strengthening capacities for programme design, monitoring and evaluation of peace-responsive programming, advancing and improving methods and tools for peace responsiveness and embedding these in ongoing systems, etc.

- Providing conflict and peace analysis or programme development support to UN partner agencies and/or Interpeace country offices, with the aim to develop or expand joint programming approaches.
- Providing input into further development of peace responsiveness-related trainings or other learning opportunities for peace responsiveness (e.g. webinars on specific themes).
- Conducting research on the interlinkages between conflict and peace dynamics and specific thematic areas (e.g. food security, mental health, sexual and reproductive rights, etc).
- Contributing to the development of (action-) research methodologies pertaining to structural barriers and disincentives embedded in the humanitarian and development system.
- Contributing to specific thematic areas of strategic interest to the PRF related to organizational change (e.g. organizational development, systems change, etc) or specific thematic areas (e.g. gender, mental health, etc).
- Peer review of outputs developed by PRF staff, consultants or other institutional partners.

Scope of Work

The scope of work will be determined for each assignment and finalized only in consultation and co-creation with the consultant. In some cases, a consultant may be asked to work on a number of different interlinked work streams in parallel, which would be subsumed under a framework contract.

Consultants on the roster may be invited to join in learning exchanges with Interpeace colleagues and consultants working on peace responsiveness. This will in principle be on a non-renumerated basis, unless the consultant is asked to play a more concrete role.

Consultants on the roster are also invited to share their reflections and ideas to further enhance the effectiveness of the Peace Responsiveness Facility. In particular innovative ideas on how to catalyze a more transformative shift in the ways of working of the humanitarian and development system are welcome. When such ideas are embraced by the PRF, the consultant may play a role in implementing such initiatives, provided funding is available.

Qualifications

The Peace Responsiveness Facility requires additional expertise and capacity in the areas of i) conflict sensitivity and peacebuilding, ii) organizational change processes, and iii) research & methodology development. Ideal candidates have expertise in at least two of these arenas.

1) Conflict sensitivity and peacebuilding:
   - At least 10 years of experience in peacebuilding;
   - Deep knowledge of the sustaining peace agenda and related policy agendas;
   - Experience in advising international organizations on conflict sensitivity and integrating sustaining peace, including development of guidance and tools.

2) Organizational change processes:
   - Experience in adaptive management approaches;

- Knowledge of systems change, organizational development and change management approaches;
- Experience in accompanying organisations in strategic review and organisational change processes;
- Expertise in facilitating cross-sectoral, cross-organizational, cross-system dialogue and reflection processes.

3) Research & methodology development:
- Strong knowledge of rigorous (quantitative or qualitative) research methods;
- Experience in compiling and synthesising existing studies and evidence;
- Experience in developing and conducting action research.

Strong competency in written and spoken English is required, competency in French is an asset.

Past experience in working within the sectors of health and reproductive rights, food security and livelihoods, peacekeeping and stabilization, and/or humanitarian assistance is preferred.