

## Terms of Reference Local Trainer / Expert for hate speech, hooliganism, and violence in sport

### 1. Background Information

#### Organizational Background

Since 2008, Centre for Common Ground (CCG) has been working toward reconciliation, interethnic relations and stability in the Western Balkans. CCG mission is to transform the way people and communities deal with conflict - away from adversarial approaches and towards cooperative solutions. Its projects are created to strengthen societies' capacity to deal with conflicts constructively: to understand the differences and act on the commonalities. Using innovative tools such as education, sports and culture, facilitation, training, dialog, music, theater, media –PSAs, TV and radio series, and working at different levels of society, CCG engages in pragmatic long-term processes of conflict transformation.

#### Project Summary

The project ***“Strengthening the resilience of local communities to violent extremism in North Macedonia – Phase 2”*** aims to strengthen the effective implementation of the national strategy and action plan for CVE at the local/municipal level in Macedonia through technical support to communities and national actors for localized approaches to addressing violent extremism. The project is funded by the British Embassy Skopje.

North Macedonia has seen a rise in VE in recent years. Limited trust and engagement between ethnic, religious, and socio-cultural groups leads to misunderstanding, fear, and stigmatization. Combined with limited opportunities for marginalized youth to channel their actions positively, they are prone to recruitment into violent extremist groups. In response, the government of North Macedonia developed the National Strategy for Countering Violent Extremism (CVE) which recognizes the need for a whole of society approach that addresses the root causes that lead to VE. In the first phase of the project CCG supported community-level implementation of the National Strategy and launched Community Action Teams. CCG recognized that CATs could become an effective tool to design, pilot, and scale localized approaches to prevent VE in communities prone to VE. There is a need to expand the CAT model to other vulnerable communities and empower existing CATs to independently advance the implementation of Local P/CVE Action Plans.

In addition, other types of violent extremism, especially far-right VE continue to be problematic. According to CCG's CVE Baseline Study “religious extremists and ethno-nationalist groups are perceived as more of a threat than criminal groups.”<sup>1</sup> Football hooliganism is an expression of far-right extremism and is embedded in deeper conflict divisions and ethno-nationalism. Although there is a long history in North Macedonia of violent football hooliganism and ethno-nationalist hate speech, the issue has intensified during the COVID-19 pandemic. There is a need to target communities vulnerable to VE in other regions as well as understand and address other forms of VE, including football hooliganism and expression of ethno-nationalist hate speech.

## 2. Summary of Position

CCG seeks one local trainer / expert to deliver **one-three days training on hate speech, hooliganism, and violence in sport** for youth and sport officials, sport associations and fun groups representatives, Community Action Members (CAT) to deepen the understanding of hate speech and violence in sport and identify appropriate responses.

Location: Skopje, North Macedonia.

Time frame: The assignment will be for ten (10 days) in total for preparation, delivering the training and writing report. The desirable time of execution of the training is first half of July 2022.

Working language will be English. The interpretation will be provided during the training.

## 3. Roles and Responsibilities

The roles and responsibilities will include:

Working under the leadership of the Executive Vice President of Centre for Common Ground, and Project Manager, to deliver training **on hate speech, hooliganism, and violence in sport** for youth and sport officials, sport associations and fun groups representatives, Community Action Members (CAT).

The assignment will include:

- Prepare agenda for the training Together with CCG;
- Assist in preparation of training manual including training module, presentation PPP and handouts or other materials;
- Prepare report after the training, including data analyzing with pre and post training evaluation forms;
- Share best practices of preventing hate speech, hooliganism, and violence in sports initiatives with youth participants training, and conclusions and recommendations for next steps.

## 1. Minimum Qualifications

- At least five (5) years of work experience in delivering training models;
- Experience in peacebuilding projects, preventing hate speech and violence in sports
- Local experience in dealing with sports fun groups is highly desirable; greater understanding of the impact of hooliganism and concepts of inclusivity, diversity, and mutual understanding
- Bachelor's Degree in a related area;
- Strong interest in sport and peacebuilding;
- Cross-cultural experience and sensitivity, experience living and working in developing countries and in an unstable environment;
- Ability to work with people at all levels, ranging from high-level officials to community leaders, especially youth from multicultural environments;
- Ability to work multi-task and manage time well, ability to work to strict deadlines, and coordinate and compile information from various sources;

• Professional-level competency in English, both orally and in writing.