

Date: 28 September 2023

Term of Reference

Trainer/s for Gender Based Violence Training of Trainers

Centre for Common Ground (CCG) in the framework of the project **“Enhancing women to promote peace and security by increasing awareness about gender-based violence and violent extremism in North Macedonia”** is seeking a Trainer/s for conducting Training of Trainers.

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’s 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, media, dialog, music, sport, arts and culture and working at different levels of society, CCG engage in pragmatic long-term processes of conflict transformation building social cohesion and using non-violent communication.

Project Summary

The project **“Enhancing women to promote peace and security by increasing awareness about gender-based violence and violent extremism in North Macedonia”** is funded by the **“Women's Inclusion in New Security (WINS) Rapid Response Fund (RRF)”** with the overall goal to empower local women to promote peace and security by increasing awareness about gender-based violence and violent extremism in North Macedonia. The specific objectives are:

- A. To strengthen the capacity of local women leaders to collaborate across divides to advance the Women Peace and Security (WPS) agenda and address challenges specific to women’s conflict-related and post-conflict needs, including Gender Based Violence and Violent Extremism at the local and national levels of governance.
- B. To support women leaders and local CSOs in implementing initiatives to execute priority components of the Collaborative Action Plans on WPS, through technical and financial assistance.

The project is implemented on the territory of North Macedonia, particularly in five target local multiethnic municipalities. These are Skopje-Cair, Gostivar, Kichevo, Struga and Prilep, which are multiethnic municipalities where CCG has established Community Action Teams (CATs) that are local tasks forces for the prevention of violent extremism on the local level.

2. Specific Objectives of the Training of Trainers

The primary objectives of this Training of Trainers are for the participants:

- To acquire knowledge and skills on gender-based violence, and how it can relate to violent extremism (basic concepts, challenges, examples).
- to strengthen their capacities to design and implement initiatives at the level of local and plan regions, related to the prevention and reduction of gender-based violence, and
- to deliver such training in their local environments, all with the aim of prevention and prevention of violent extremism and gender-based violence at the local level.

3. Scope of Work

The Trainer is expected to perform the following tasks:

- Conduct a 3-day training outside of Skopje,
- Choose the training module within the referred topic;
- Develop the concept of the training and teaching aids (including agenda, working methods and procedures, handouts, and evaluation forms);
- Distribute and collect evaluation forms as well as analyze the findings; and
- Prepare and submit the final report including recommendations for the follow-up trainings.

4. Methodology

The Training is envisioned as a combination of theoretical and practical skills through interactive activities which will allow maximum contribution of the participants.

5. Deliverables

The Trainer is expected to deliver the following:

- Training module
- Materials for the Training
- Agenda
- Evaluation forms
- A final report presenting the findings, analysis, and recommendations, including any relevant annexes, or supporting materials.

6. Timeline

The Training of Trainers is expected to take place in the period from 28 November – 02 December 2023.

7. Qualifications and Experience

Interested candidates should possess the following qualifications and experience:

- Demonstrated expertise in conducting similar training in the field of gender-based violence, violent extremism, or peacebuilding.
- Strong knowledge of the socio-political context in North Macedonia and familiarity with relevant stakeholders and organizations.
- Strong written and verbal communication skills, with the ability to produce clear and concise reports.
- Excellent written English skills preferred. Fluency in Macedonian and/or Albanian is required as well.

8. Proposal Submission:

All interested candidates should send their proposal, including price, payment conditions and timeline, to the following email address: ccg@ccg.org.mk, until November 10th, 2023, latest.

Thank you for your interest in CCG's project.