



## Terms of Reference

### **Support for enhancing conflict sensitivity practice in humanitarian action**

12 April 2019

#### **Background**

Christian Aid is an international aid and development agency working in 37 countries across Latin America, Africa, the Middle East, and Asia. Christian Aid works through partnerships with local organisations. The Humanitarian Division of Christian Aid focuses on providing lifesaving assistance to those most in need in crises, building the long-term resilience of vulnerable communities to cope with future threats, and advocating with those in power to tackle the causes and consequences of crises. Christian Aid is accountable to affected populations, committed to the Core Humanitarian Standard, and takes special measures to include the most vulnerable and excluded in programmes. We strengthen the capacity of local organisations and civil society to anticipate, prepare for, respond to and reduce risks.

Much of this humanitarian work is done in areas affected by violent conflict. Christian Aid is seeking to improve its conflict sensitivity in our humanitarian programming. This is part of a collaboration with the '[From Violence to Peace](#)' team which supports the organisation's ability to be conflict sensitive across all of its work, integrate conflict prevention and peacebuilding into its development work, and develop specific peacebuilding programmes. A working group of From Violence to Peace and Humanitarian staff was established in 2018 to guide the collaboration on enhancing conflict sensitivity. This working group has done initial planning and agreed with three pilot countries to support improvements to their conflict sensitivity practice – the pilot countries are Myanmar, DRC, and South Sudan.

#### **Objective**

The objective of this work is to enhance the conflict sensitivity practice of Christian Aid humanitarian work, in the Humanitarian Division centrally and in three pilot country programmes – Myanmar, DRC, and South Sudan. The specific objectives are:

- To improve the conflict sensitivity capacity of a cohort of key staff in each pilot country programme
- To raise awareness and understanding of conflict sensitivity as a cross-cutting element of programme quality and key element of the Core Humanitarian Standard among HQ staff
- To boost the sustainability of conflict sensitivity practice through the update and adaptation of guidance, documentation of lessons, and messages for dissemination across Christian Aid humanitarian programming, policy, and advisory staff
- To support real change in implementation by remote, ongoing support to pilot country staff as they work on conflict sensitivity with partner organisations

- To generate lessons on how Christian Aid can remain conflict sensitive in protracted active conflict situations, including through sudden onset spikes within the conflict

### **Scope of work and Deliverables**

The work will be a mix of support to workshops/training events, ongoing follow-up and mentoring with key staff including those in pilot countries, and support in expanding and adapting humanitarian conflict sensitivity guidance. The approach of the work should be to understand and improve on existing conflict analysis and sensitivity practice among the team and their partners rather than introduce pre-set concepts that are identical for each country team. This is a long-term part-time assignment that will extend roughly from May 2019 to early 2020, covering approximately 40 working days. The consultant will work closely with the Programme Adviser on From Violence to Peace. This Adviser and the consultant will share the workload of supporting the Division and the pilot countries.

The deliverables can be determined in detail once the assignment has started, but are likely to include:

- An inception report outlining the methodology and approach, based on document review and discussions with the relevant teams
- Co-writing changes/additions to conflict sensitivity guidance
- Co-delivering workshops at HQ
- Country visits to understand needs and practice, including reports and action plans
- A specified number of remote mentoring contacts direct with country teams to follow up country visits (the Programme Adviser on From Violence to Peace will be a backstop on mentoring demands/requirements). The remote mentoring element is key and a large portion of the approx. 40 days should be reserved to provide it.
- A learning paper at the conclusion of the assignment including an assessment of success (as measured by indicators agreed at the start of the assignment) and recommendations for continued support.

Visits to provide capacity support to the pilot countries are anticipated, as well as remote follow-up and mentoring with Christian Aid country programme staff. The situation in each pilot country is unpredictable, and there should be some flexibility in consultant time to allow for quick remote support in the event of sudden onsets of crisis and a change or scale-up in the country programme response.

Other key contacts will be the members of the conflict sensitivity working group, management and humanitarian programme staff from the pilot countries, and the advisers supporting other areas of the Core Humanitarian Standard such as accountability and inclusion. The PeaceNexus Foundation is supporting Christian Aid on this work. The consultants will have an initial briefing with PeaceNexus and contribute to reporting and process review as part of the Christian Aid-PeaceNexus partnership.

### **Candidate profile**

The essential qualifications and experience for this assignment are:

- Extensive experience in humanitarian response, including in protracted conflict-related crises with at least 4 years' experience in field level operations
- Up to date knowledge on conflict sensitivity debates and practice across the humanitarian sector
- Experience working on conflict sensitivity in humanitarian action at both programme and HQ level

- Previous experience in an INGO and ideally with a partnership model, ideally working on conflict sensitivity in this environment
- Experience in facilitating workshops/training, follow-up mentoring and using accompaniment approaches to support practice change
- Excellent listening and advisory skills
- Fluent written and spoken English

Desirable qualifications and experience:

- Previous experience working in any or all of the pilot countries
- Knowledge and experience of embedding cross-cutting approaches as an aspect of organisational change
- Good written and spoken French

### **Working arrangements**

The consultant can work from home for the remote support but it is necessary to be available to visit the London office (Humanitarian Division base) and Dublin office (From Violence to Peace base) to kickstart the work. Additionally, the consultant should travel to the pilot country programmes.

### **How to apply**

Please submit a CV, cover letter and a one-page outline of which measures you would prioritise by 3 May 2019 to [dublin@christian-aid.org](mailto:dublin@christian-aid.org) with the subject heading 'Conflict Sensitivity Support' followed by your full name. Interviews are likely to be held towards the end of May 2019.