



## **Puntland Youth and Social Development Association (PSA)**

Village Street- Near UNCHR office, Bosaso-Somalia,

Email: psa.som@gmail.com, Webpage: www.psasomalia.org

### **TERM OF REFERENCE (TOR) FOR CONFLICT MANAGEMENT AND CLIMATE ADAPTATION TRAINER**

**Location:** Galkayo & Galdogob, Puntland Federal State Somalia

<b>Project Title</b>	Joint Puntland and Galmudug Peace Initiative
<b>Project Number</b>	SSF- PHASE III Project Number: SSF-AGA-2024-004
<b>Activity Name</b>	Hire a specialist on a conflict management and climate adaptation training
<b>Duration</b>	4 days
<b>Reports to</b>	PSA Peace-building Initiative Lead

### **About PSA**

Puntland Youth and Social Development Association (PSA) is a non-profit organization established in 2002, dedicated to promoting social-related activities and peacebuilding initiatives in Puntland, Somalia. PSA focuses on safeguarding vulnerable populations, advocating for human rights, and facilitating community-driven peace processes. Through partnerships with local communities, government agencies, and international organizations, PSA has played a pivotal role in fostering stability, resolving conflicts, and enhancing governance in the region. Its programs prioritize inclusivity, conflict sensitivity, and sustainable development to create a peaceful and secure environment in Puntland.

### **Project Background**

PSA, along with its consortium partners is implementing the SSF III project in the border region between Puntland and Galmudug, an area that has historically experienced inter-communal and inter-state conflicts but is now witnessing a sustained ceasefire and increased cross-border cooperation. SSF III aims to build on this progress by supporting inclusive political agreements, addressing grievances, promoting democratic processes, strengthening local governance, and enhancing accountability between citizens and the state. The project is engaging key stakeholders including the existing peace committees as well as the government in broader peace-building efforts to reinforce conflict resolution mechanisms and ensure their effectiveness in sustaining peace and stability.

The project is tackling several critical challenges, including recurrent inter-communal conflicts that threaten political settlements, the vulnerability of peace processes due to political divisions and external pressures, and competition over resources exacerbated by climate change. Additionally, SSF III is working to enhance early

warning systems and dispute resolution mechanisms, particularly along the Puntland-Galmudug border. Recognizing the role of media in shaping narratives, the project is also addressing the risks posed by the proliferation of social media without adequate media literacy, which has the potential to escalate tensions.

## **1. Scope of Work**

The scope of work for a **Conflict Management and Climate Adaptation Trainer** typically involves designing and delivering training that would help Peace committee navigate conflicts arising from climate change while fostering resilience and adaptation strategies.

Comprehensive training materials will be developed focusing on conflict resolution and climate adaptation strategies. These resources will serve as foundational tools for educating diverse stakeholders on managing disputes and building resilience in the face of environmental challenges.

Workshops and interactive sessions will be conducted for a broad audience, including community leaders, youth and women's peace committees, and other local actors. These engagements aim to foster inclusive dialogue and ensure that all voices are represented in discussions around climate and conflict.

Participants will be taught negotiation, mediation, and dialogue techniques tailored to address disputes that arise from the impacts of climate change. Special attention will be given to practical applications, enabling individuals and groups to manage tensions over dwindling resources, shifting land use patterns, and evolving environmental policies.

Communities will be guided in resolving conflicts related to natural resources by promoting collaborative decision-making and equitable resource management. The training will emphasize the importance of sustainable practices and environmental stewardship in conflict-prone areas.

In addition to conflict resolution, the program will provide in-depth insights into climate adaptation frameworks. Topics will include risk assessment, resilience-building, and sustainable resource management, equipping participants with the knowledge to mitigate climate vulnerabilities effectively.

The training will also focus on integrating climate adaptation strategies into local governance and development plans. To ensure the training programs are impactful, ongoing assessments will be conducted through participant feedback and impact analysis. These evaluations will inform continuous improvement and refinement of the training approach.

Finally, based on lessons learned, the program will offer recommendations for enhancing conflict-sensitive climate adaptation strategies. These insights will contribute to the development of more inclusive, effective, and sustainable responses to the dual challenges of conflict and climate change.

## **2. Duties and Responsibilities**

**The trainer will be responsible for the following tasks:**

- Developing training materials on conflict management strategies and climate adaptation techniques.
- Design workshop modules focused on transforming climate-induced conflicts.
- Prepare advocacy strategies and techniques for the peace committee.
- Conduct a 4-day training workshop for selected peace committee (30 participants) each drawn from Galdogob and Galkayo districts in Puntland.
- Engage participants in interactive sessions to enhance understanding and application of training content.
- Provide post-training support and follow-up with participants to ensure the implementation of learned strategies.
- Document the training process and outcomes for reporting and evaluation purposes.

## **3. Qualifications and Preferred Skills**

### **Educational Background:**

- A degree in Environmental Science, Climate Change, Conflict Resolution, Advocacy, or a related field.

### **Experience:**

- Proven experience in conducting training workshops, especially in climate change mitigation and conflict transformation.
- At least 3-5 years of experience working in environmental advocacy or climate-related projects.
- Experience working with diverse communities, particularly in conflict-affected areas.
- Demonstrated expertise in working on the climate-conflict nexus desirable.

### **Skills:**

- Strong knowledge of climate change issues and mitigation strategies.
- Excellent facilitation and communication skills.
- Ability to design and deliver engaging and effective training modules.
- Strong advocacy and conflict transformation skills.
- Cultural sensitivity and the ability to work with diverse groups.
- Proficiency in using digital tools for training and reporting.
- Fluency in English and Somali is a prerequisite. .

#### **4. Deliverables**

The trainer will work under the supervision of the SSF III Project Manager and in collaboration with project partners. The main objective is to equip selected participants with the knowledge and skills to effectively address climate change challenges and transform climate-induced conflicts. The trainer will be responsible for:

- Developing comprehensive training materials tailored to the specific needs of the community.
- Conducting a 4-day workshop that includes theoretical and practical components.
- Ensuring that the training is inclusive and considers equality and justice between men and women sensitivity and cultural contexts.
- Facilitating discussions and activities that promote active participation and engagement.
- Providing recommendations and guidance for participants to apply the training in their communities.
- Preparing a detailed report on the training, including participant feedback and potential areas for improvement.

#### **5. Duration of the Consultancy**

- The consultancy will provide training for four days within May 2025.

#### **6. Confidentiality:**

- The consultant must exercise discretion and confidentiality, refraining from sharing training outputs outside the consortium without express permission.

#### **7. Salary**

Salary will be based on the consultant's qualifications and experience.

#### **8. Application process**

**Interested candidates should submit the following;**

- Updated CV highlighting relevant experience.
- Cover letter outlining the approach to conducting training on peace-building and climate adaptation in climate-induced crisis areas and working in conflict-affected settings.
- Examples of previous work related to training on peace-building and climate adaptation in climate-induced crisis areas

- Contact details for 3 professional references

All Applications should be submitted to: **Procurement @psasomalia.org** on or **before 5<sup>th</sup> May 2025 at 11:59 pm** in the subject line **“Conflict Management and Climate Adaptation Trainer”**