**Annexure1**

**Terms of Reference for Consultants for the training program**

**For the Female Religious Leaders for Dialog and Mediation**

**FREEDOM Project**

The Resilience Research, Training, and Consulting, is organising, a project titled “Female Religious Leaders for Dialog and Mediation; FREEDOM Project”. This project is supported by Finn Church Aid, is part of the Network for Religious and Traditional Peacemaker’s Asia Working Group small grant programme and is funded by the Ministry of Foreign Affairs of Finland, through funding of the Ministry of Foreign Affairs of Finland-implemented by Resilience Research, Training and Consulting.

Three consultants recruited will be responsible for the completion of the following activities under the FREEDOM project.

1. Development of a policy brief and conducting an in-person policy communication
2. Development and delivery of a three-day residential training of trainer (TOT) program and three days of community practicum on Dialogue and Mediation
3. Delivery of a one-day hands-on in-person training for female religious leaders on the use of digital meeting platforms and social media for community en​​gagement,
4. Mentoring and organising of a one-day online Dialogue and Mediation onboarding training
5. Contributing to an in-person conference, on the role of female religious leaders in Dialogue and Mediation with the participation of beneficiaries of the program

**Qualifications required by consultants:**

1. Experience and expertise in the area of peacebuilding and conflict resolution.

2. Experience working with female religious leaders

3. Able to develop a policy brief and good communication skills

4. Strong advocacy skills

**Consultants are also required to have the particular capacity and expertise in the below skills;**

1. Able to create an extensive curriculum for participants and deliver curriculum

2. Mentorship and coaching skills

3. Public presentation skills

4. Report writing

5. Expertise in the use of social media and virtual engagement platforms (Instagram, Facebook, Twitter, Microsoft Teams, Zoom, Twitter, etc.)

6. Strong language skills; English, Sinhala and/or Tamil

**Activity 01- Policy brief development and to deliever a policy communication workshop**

**The Objective-** To bring to the attention of the policy makers about the importance of the role of female religious leaders in Dialogue and Mediation.

**Scope:**

Consultants will be required to develop a strong policy brief explaining the role and importance of female religious leaders on dialogue and mediation, and to communicate and present their brief to a group of female religious leaders.

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| **Time requirement:**  Policy brief development - 5 days |

Communications Workshop – 1 day

**Outcome:**

**1.** Conduct a literature review of published and gray literature

**2.** Develop policy brief

**3.** Share the findings at the policy communication workshop

**Remuneration:** A resource fee will be paid as per the current market rates.

**Activity 02- Training module development skills**

**The Objective-** To provide an extensive 3-day training program to female religious leaders on dialogue and mediation, and to bring awareness to the practical uses of these skills.

**Scope:**

Trainers will be required to commit to a 3-day residential training, in which trainers will be required to impart knowledge on the need for dialogue and mediation in “real-world” situations, and its subsequent uses as a technique used in peacebuilding and conflict resolution.

**Time Requirement**

Curricula Development -2 days

Residential Training – 3 day

**Outcome:**

**3.** Develop curricula for the three-day series of training

**4.** Three-day residential training of trainer program on Dialogue and Mediation for 25 female religious leaders

**Remuneration:** A resource fee will be paid as per the current market rates.

**Activity 03- Social Media management and engagement workshop**

**The Objective-** To provide in-depth social media training; including how to use certain devices. This workshop will also include training and tips for content creation and audience engagement.

**Scope:**

Experts will be required to teach 25 religious leaders the benefits of having an online, social media presence. Experts will also have to provide tutorials on certain devices and apps such as; Zoom, Facebook, etc. Furthermore, experts will have to help religious leaders find their niche and help them to understand what type of content they should be creating and how they can make their content more interactive.

**Time Requirement:**

Social media training and practicum – 1 day

**Outcome:**

**1.** Create a training schedule for a one-day in-person, hands-on training for 25 female religious leaders on the use of digital meeting platforms and social media for community engagement.

**2.** Deliver a one-day in-person, hands on training for 25 female religious leaders on the use of digital meeting platforms and social media for community engagement.

**Remuneration:** A resource fee will be paid as per the current market rates.

**Activity 04- Mentoring for religious leaders training.**

**The Objective-** To provide female religious leaders with the relevant training required to be able to host an online onboarding event, to inform other religious leaders and government officials on the role of female religious leaders on peacebuilding and conflict resolution through dialogue and mediation, through the 25 trained female religious leaders.

**Scope:**

The facilitators will be required to help graduates to develop a training module and mentor the delivery of an online, on-boarding Dialogue and Meditation training workshop covering the following topics to 100 religious leaders.

**Time Requirement:**

Online training – 1 day

**Outcome:**

**1.** Assistance and guidance provided to the Female religious leaders on the development of a training module for a one-day online onboarding Dialogue and Mediation training.

**2.** Mentoring support provided for the delivery of one-day online onboarding Dialogue and Mediation training.

**Remuneration:** A resource fee will be paid as per the current market rates.

**Activity 05- Guidance for organizing the final conference and make technical presentations.**

**The Objective:**

Provide guidance for organizing an in-person conference on the role of female religious leaders on dialog and mediation with the participation of beneficiaries of the program, along with presenting a technical presentation to all in attendance.

**Scope:** Deliver a technical presentation at the final in-person conference on the role of female religious leaders in Dialogue and Mediation

**Time Requirement:**

Presentation and Guidance at conference – 1 day

**Outcome:**

**1.** Present a technical presentation of the overall project with an emphasis on the importance of dialogue and mediation, for peacebuilding and conflict resolution.

**2.** Conduct an in-person conference on the role of female religious leaders on dialog and mediation with the participation of beneficiaries of the program.

**Remuneration:** A resource fee will be paid as per the current market rates.

**Annexure 2**

**Quote for the Consultant for the Female Religious Leaders for Dialog and Mediation**

**FREEDOM Project**

**Name of the Consultant:**

**Contact Number:**

**Email:**

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| **Activity 1 -**Policy brief development and to deliver a policy communication workshop |
| **Objective:**  Develop a policy brief with a careful evaluation of published and grey literature, as well as, conducting an in-person policy communication workshop for 25 participants including government officials, religious leaders, and civil society activists on the role of female religious leaders on dialog and mediation. |
| **Time requirement:**  Policy brief development - 5 days    Communications Workshop – 1 day |
| **Daily consultation fee:** |
| **Activity**  **2 -** Training module development skills |
| **Objective:**  Develop a curricula for the three-day series of training, and deliver a three-day residential training of trainer program with three days of community practicum on dialog and mediation for 25 female religious leaders |
| **Time requirement:**  Curricula development - 2 days  Residential Training – 3 day |
| **Daily consultation fee:** |
| **Activity**  **3** - Social Media management and engagement workshop |
| **Objective:**  Create a training schedule and deliver a one-day hands-on in-person training for 25 female religious leaders on the use of digital meeting platforms and social media for community engagement. |
| **Time requirement:**  Social media training and practicum – 1 day |
| **Daily consultation fee:** |
| **Activity 4:** Mentoring for religious leaders training. |
| **Objective:**  To provide female religious leaders with the relevant training and mentorship required to be able to host an online onboarding event, to inform 100 other religious leaders and government officials on the role of female religious leaders on peacebuilding and conflict resolution through dialogue and mediation. |
| **Time requirement:**  Online training – 3 days |
| **Daily consultation fee** |
| **Activity 05:** Guidance for organizing the final conference and make technical presentations |
| **Objective:**  Deliver a technical presentation and offer guidance at the final in-person conference on the role of female religious leaders in Dialogue and Mediation. |
| **Time requirement:**  Presentation and Guidance at conference – 1 day |
| **Daily consultation fee:** |