

Terms of Reference for Conflict Resolution & Leadership Trainer

Title of Assignment	Conflict Resolution & Leadership Trainer - مدرب حل النزاعات والقيادة / الموصل
Location/ Department	Mosul/Nineveh
Duration of the Assignment	14 days
Supervising Person	Peace Building Officer
Application Email	recruitment@rezanorganization.com
Background	Rezan is a national Iraqi Non-profit organization established in Iraq with the aim of supporting conflict affected communities and Contributing for a safe, dignified, sustainable livelihoods and environment friendly for vulnerable communities and advocating for climate action
Scope of Work	<ul style="list-style-type: none"> ➤ Design and Develop Training Manuals: Create comprehensive training manuals covering conflict resolution and leadership development, ensuring relevance to the project's objectives and community needs. ➤ Deliver Training Sessions: Conduct eight structured training sessions, each lasting 3 to 4 hours, for two groups of 15 participants each, using interactive and participatory training methodologies. ➤ Facilitate Conflict Resolution Workshops: Lead four days of conflict resolution workshops (Activity 5), equipping beneficiaries with skills to manage disputes, promote dialogue, and foster peaceful coexistence. ➤ Conduct Leadership Training: Organize and deliver four days of leadership training (Activity 4), focusing on empowering participants with leadership strategies, decision-making skills, and effective communication techniques. ➤ Develop and Prepare Training Materials: Dedicate six days to designing, adapting, and refining training content and materials to fit the project's context and ensure clarity and engagement. ➤ Mentor and Support Beneficiaries: Provide guidance and mentorship to participants, ensuring they can apply learned skills in real-world scenarios and leadership roles within their communities. ➤ Ensure Training Quality and Effectiveness: Utilize participatory learning techniques, case studies, and practical exercises to enhance knowledge retention and engagement. ➤ Monitor and Assess Learning Outcomes: Evaluate participant progress through pre- and post-training assessments, feedback sessions, and interactive discussions. ➤ Report on Training Activities: Submit detailed reports summarizing training

	<p>sessions conducted, attendance, key learning outcomes, and recommendations for future improvements.</p> <ul style="list-style-type: none"> ➤ Collaborate with Project Team: Work closely with the project team to ensure training aligns with project goals, community needs, and beneficiary expectations. ➤ Adhere to Project Guidelines: Comply with Rezan Organization’s policies and procedures, ensuring high standards of quality, professionalism, and ethical conduct throughout the engagement.
<p>Qualifications and Experience Required</p>	<p>Qualifications:</p> <ul style="list-style-type: none"> ➤ Minimum university degree in conflict resolution, peace and security studies, leadership development, social sciences, or a related field. A master’s degree is preferred. ➤ Professional certification or specialized training in conflict mediation, negotiation, or leadership development is an advantage. ➤ Strong knowledge of conflict resolution theories, leadership models, and participatory training methodologies. <p>Experience:</p> <ul style="list-style-type: none"> ➤ At least five years of experience in designing and delivering training programs on conflict resolution, mediation, and leadership development. ➤ Proven experience in developing training materials, manuals, and interactive learning content tailored to community-based settings. ➤ Demonstrated experience in mentoring and guiding individuals in leadership roles and conflict-sensitive decision-making. ➤ Prior experience working with NGOs, development organizations, or community-based projects in conflict resolution and leadership capacity-building. ➤ Experience in facilitating interactive workshops and training sessions with diverse groups, including youth, community leaders, and civil society actors. <p>Skills and Competencies:</p> <ul style="list-style-type: none"> ➤ Excellent training and facilitation skills, with the ability to engage and inspire participants through participatory and experiential learning approaches. ➤ Strong analytical and problem-solving skills, with the ability to tailor conflict resolution and leadership strategies to the local context. ➤ Ability to mentor and support beneficiaries in applying leadership and mediation skills in real-world scenarios. ➤ Excellent organizational and time-management skills to ensure effective training delivery within the allocated timeframe. ➤ Strong written and verbal communication skills in Arabic and English is a plus. ➤ Ability to work independently, meet deadlines, and maintain high-quality training standards. ➤ Flexible, adaptable, and culturally sensitive, with strong interpersonal skills to engage effectively with diverse community members.

OTHER REQUIREMENTS:

Rezan Organization upholds high standards in all aspects of Safeguarding and condemns all forms of abuse and exploitation, takes a zero-tolerance approach to all abuse and exploitation against children or vulnerable individuals and seeks to ensure that no-one is exposed to the risk of maltreatment by its representatives. In accordance with organisational policy:

- In view of the nature of this role potentially requiring involvement with vulnerable individuals (including situations where there are potential imbalances of power), you will be required to provide both a self-assessment and formal certificate of previous good conduct.
- Professional references will be requested and taken up for the successful candidate.
- All Rezan Organization's staff are required to sign our Code of Conduct and Child Safeguarding Commitment.

Rezan Organization upholds high standards in Counter Terrorism (COTER) and sanctions regulation compliance. Rezan Organization will conduct a thorough pre-employment background check of successful candidates, including checking through the SDN sanctions lists.

How to Apply

To apply please send your CV to the below email address recruitment@rezanorganization.com with the subject line "Conflict Resolution & Leadership Trainer - الموصل / القيادة والقيادة / الموصل"