



Search for
Common Ground

Terms of Reference

“Minatinaa Fi Tamasokona”

*Strengthening Nonviolence as a Strategy for Peacebuilding and Promoting Social Cohesion
in the Abyei Area*

Search for Common Ground (Search) is seeking a consultant who can carry out the end-line evaluation of our 14 years project titled: Strengthening Nonviolence as a Strategy for Peacebuilding and Promoting Social Cohesion in the Abyei Area. We are primarily interested in learning how the project contributes to strengthening social cohesion in the Abyei Administrative Area, by promoting collaborative approaches across dividing lines that result in more effective conflict transformation interventions and a positive impact on the socio-economic well-being of the Misseriya and Ngok Dinka communities.

1. Context

Search for Common Ground

Search is an international conflict transformation NGO that aims to transform the way individuals, groups, governments, and companies deal with conflict, away from adversarial approaches and towards collaborative solutions. Headquartered in Washington DC, USA, and Brussels, Belgium, with 55 offices in 34 countries, Search designs and implements multifaceted, culturally appropriate and conflict-sensitive programs using a diverse range of tools, including media and training, to promote dialogue, increase knowledge and determine a positive shift in behaviors. Operating in Sudan since 2009, Search has developed and implemented innovative peacebuilding programs in collaboration with local Sudanese NGOs. Our work in Sudan seeks to empower women and other marginalized groups and encourage greater inclusivity in the peace processes and governance in Sudan.

The Project

Search for Common Ground (Search), in partnership with the Sudanese nongovernmental organization Badya Centre for Integrated Development Services (Badya), propose the project “Minatinaa Fi Tamasokona (“Strong in Our Social Cohesion”): Strengthening Nonviolence as a Strategy for Peacebuilding and Promoting Social Cohesion in the Abyei Area”. It is a 4 years project that seeks to advance inclusive collaboration on conflict transformation, human security issues, and socio-economic development between Misseriya and Ngok Dinka communities in the Abyei Administrative Area (AAA).

The project has **three specific objectives:**

- To provide support to the Joint Community Peace Committee (JCPC) to sustain the prevailing cohesion and peaceful coexistence between the Misseriya and Ngok Dinka.
- To provide support for the continuance of peaceful seasonal pastoralist migrations
- To promote trust, socio-economic development, inter-community dialogue, and social interaction between the Misseriya and Ngok Dinka.

To achieve the aforementioned objectives, the project’s approach is multi-layered people-to-people to advance inclusive collaboration on conflict transformation, human security issues, and socio-economic development between Misseriya and Ngok Dinka communities in the Abyei Administrative Area. Our project aims to demonstrate in one of the most conflict-affected regions of the Sudans that progress towards durable peace is possible by strengthening indigenous mechanisms for conflict

transformation, fostering inclusive spaces for inter-community engagement, and empowering economic advancement for marginalized groups, particularly women. The project was built on already existing conflict transformation structures. also promoted the inclusion of women in decision-making processes in Abyei as well as supporting the sharing of alternative narratives that can transform negative inter-ethnic perceptions and stereotypes among the community at large.

Theory of Change

The underpinning of the rationale of this project is: if key stakeholders have the capacities and opportunities to address conflicts constructively and collaboratively (including those related to the seasonal pastoralist migration), and if positive narratives and collaboration between tribes around key human security issues are promoted, then the root causes of conflict between the Ngok Dinka and the Misseriya communities in the Abyei Administrative Area will be effectively addressed and peaceful coexistence will prevail.

Expected results include:

- R1.1.** Community peace committees in the Abyei Administrative Area have increased knowledge and skills in areas relevant to conflict transformation.
- R1.2.** JCPC members have spaces and opportunities to engage with other community stakeholders (including women community leaders) in inclusive peacebuilding efforts.
- R2.1.** Key community stakeholders (including pastoralists and security forces) have increased understanding of ways to prevent and address pastoralist conflict around resource management along the migration route in a gender-sensitive manner
- R2.2.** Local mechanisms for identifying and addressing emerging migration conflicts are created to prevent escalation
- R3.1.** Mutual understanding and respect are increased between and among AAA stakeholders (including farmers and herders, Amiet/Al-Neeam Market merchants, Ngok Dinka, and Misseriya ethnic members).
- R3.2.** Positive local narratives of diversity, inclusion, and reconciliation across ethnic lines are strengthened among the broader public.

2. Goal and Objectives of Study

Search is committed to independent evaluations of our interventions. This evaluation will inform the relevance, effectiveness, impact and sustainability of the overall program. The key findings of this project will define the lessons learned that will be tailored into practical recommendations for future interventions. The overall goal of this study is to assess the impact of the project on advancing inclusive collaboration on conflict transformation, human security issues, and socio-economic development between Misseriya and Ngok Dinka communities in the Abyei Administrative Area (AAA). to successfully be able to lead reconciliation, peace and stability initiatives in the targeted locations.

The key objectives of this study are:

1. Measure the extent to which the project achieved its planned goal and outcomes by establishing end-line values of key indicators.
2. Map out the key findings
 - a. Assess how this project contributed to increased capacity and confidence of targeted JCPC, women taskforce, Voluntary Police, and Customary Courts to drive local reconciliation
 - b. Assess how this project contributed To promoting trust, socio-economic development, inter-community dialogue, and social interaction between the Misseriya and Ngok Dinka
 - c. Assess how this project has changed the perceptions of community stakeholders on JCPC, Women Taskforce, Voluntary Police, and Customary courts in peace and security
 - d. Map locally led peacebuilding initiatives conducted as part of the project and/or by the JCPC, Women Taskforce, Voluntary Police Policing, and Customary Courts.
3. Define the main recommendations and lessons learned for future programs and assess the sustainability of the interventions.

3. Key Questions of the Study

Relevance

- To what extent did the intervention's objectives and design responded to the targeted (JCPC, women taskforce, Voluntary Police, and Customary Courts) needs and priorities in terms of leading reconciliation, peace, and stability initiatives in the targeted locations?
- To what extent did the project successfully target its intended primary audience (JCPC, Women Taskforce, Voluntary Police Policing, and Customary Courts)?

Effectiveness

- How has the project contributed to increasing the capacity of JCPC, Women Taskforce, Voluntary Police Policing and Customary Courts in terms of knowledge and skills in conflict transformation and other related skills? Are there differences between them?
- Do we have evidence for the implementation of concrete joint development initiatives that contribute to peace and stability as a result of our project?
- How has the project contributed to the removal of social barriers and awareness raising between Misseriya and Dinka Nogk involvement in peace and reconciliation?
- How effective was the partnership between Search and partners? Which approaches were particularly effective and what could be improved to increase effectiveness of partnerships under this program?
- Was Search able to respond and adapt to the challenges which arose during the project's implementation? To what extent?
 - Specifically, what challenges occurred related to capacitating and empowering local Mechanisms (JCPC, Women Taskforce, Voluntary Police and Customary Courts) and how were they addressed?

Impact

- What are the intended and unintended (both positive and negative) outcomes/changes triggered by our project?
 - Did the project contribute to increasing the local capacity and ownership for local stakeholders (JCPC members, women community leaders, volunteer police) and jointly create durable strategies and mechanisms for effective communication and collaboration that will foster social cohesion and coexistence in Abyei?
 - How did the project contribute to strengthening social cohesion in the region, by promoting collaborative approaches across dividing lines that result in more effective conflict transformation interventions and a positive impact on the socio-economic well-being of both Misseriya and Ngok Dinka communities?
 - Did the project contribute to reducing collective polarization? If so, what evidence can be shown across divides, improvements in socioeconomic, well-being, etc?
 - Did the project shift attitudes of community residents through radio programs coverage of peace and security in their communities? If so, how?
 - Did these changes contribute to ensuring that the discussion around peace and security in AAA became more inclusive and representative of JCPC /Women Taskforce, Voluntary Police/ and Customary Court's needs?

Sustainability

- What promising practices can be replicated and what key gaps still need to be addressed?

In the process of addressing these research questions, the evaluation will need to **collect endline data** for the following indicators (data to be disaggregated by location, sex, and age):

- Impact level
 - % of target community members interviewed who report trust with members of other communities
 - % of target community members interviewed who report that there have been abuses against their ethnic group in the previous year
- Outcome level
 - % JCPC members who report feeling confident in their ability to sustain peace in AAA beyond the end of the UNISFA mandate
 - % of JCPC members who demonstrate knowledge in conflict transformation methods and techniques
 - % of JCPC members who report having used conflict transformation methods learned in trainings to mediate at least one conflict in their community
 - # recommendations formulated in the multi-stakeholder consultations adopted by the JCPC
 - % of JCPC members who can cite at least 1 example of engagement with community stakeholders around peacebuilding efforts

- % of participants in the multi-stakeholder consultations who believe the JPC listened to their concerns
- % of target community members interviewed who report an improvement in peaceful migration as compared to the year before
- % of trained stakeholders that report learning a new dispute resolution skill
- # of past conflicts identified and relayed through the “early warning network” of community conflict monitors
- # of pastoralist conflicts resolved in ad-hoc mediation sessions
- % of target community members who report trust between the Misseriya and Ngok Dinka has improved
- % of community members who report that inter-community perceptions have been positively transformed
- % of community members who believe that conflict is ethnically-driven
- % of community members who use positive terminology to refer to a member of another group

4. Geographic Locations

The study will mainly target the program's implementation areas: the North part of the Abyei Administrative Area including Amiet Market.

5. Methodology and Data Collection Tools

The consultant is expected to propose the methodology in the technical proposal. Proposals should outline methods for data collection to be used and justification for these methods related to the research questions. Proposals should also include the sampling strategy and approach to analysis. In addition to Do No Harm strategies, any proposed deliverables for sharing the findings of the study should be included in this section of the proposal. In this approach, the tools utilized and the means of analysis should be determined based on what is necessary and relevant to the project, and a justification for this should be included in this section. Each tool/method should then be listed with the justification of its use, intended target groups for the tool, and numbers of each target group to be reached. Please include the sampling strategy for the study in this section.

Deliverables

Search expects the following deliverables from the external consultant(s) as they correspond to the timeline and budget:

- An inception report detailing the methodology (including sampling), data collection tools, and timeline;
- Any necessary training of data collectors or set-up of systems for data collection;
- Supervision and participation in data collection;
- Oversight of data coding and analysis;
- All original data submitted to Search;
- A draft evaluation report in English, for review by Search staff;
- A final report in English (30 pages max in length, excluding appendices) consistent with Search branding and standards for evaluation. The report:

- Uses the Search evaluation template unless otherwise agreed in the contract
- Include all relevant project specifics
- Fully explains the objectives and research questions of the study, limitations and methods chosen for analysis,
- Findings respect Search's evaluation standards, are structured around the study's main objectives, and are presented in relation to the intended target groups. It should explain adaptations that occurred during the project and their impact on results.
- Recommendations should have a clear audience and be specific, accessible, and actionable.
- Indicator table showing all indicator data (comparing baseline and endline values)
- Appendices should include detailed research instruments, list of interviewees, terms of references and evaluator(s) brief biography.
- PowerPoint presentation of findings
- Restitution session (presentation of key results to staff and partners)
- 2-page document focusing on key findings and recommendations for internal and external dissemination

Logistical Support

Consultant(s) will be responsible for organizing their own logistics for data collection (vehicles, fuel, and drivers), and this must be budgeted into the study. Search will facilitate access permit and Coordinator with local partner

In addition, Search and partners will share the following elements with the external consultant(s): Background materials including the project proposal and log frame, the M&E plan, baseline study, listenership survey, etc.

6. Ethical Considerations

The consultant(s) proposal should outline key risks of conducting the study and the steps to assure Do No Harm and Conflict Sensitivity and inclusion principles (ie. gender, age, ethnicity, religion, etc.) are respected. Steps taken to ensure informed consent is collected should also be outlined.

7. Data Quality Assurance and Management

The final methodology and tools will be approved by the Sudan country team and the global Institutional Learning Team (ILT) before data collection begins. The country team, ILT, and the regional team will provide feedback on the report. The final report will be approved by the country team and ILT.

8. Timeline

Search expects to finalize the recruitment of the consultant by the last week of Sep 2022.

- October 10th Inception report (methodology, tools, literature review & timeline)
- October 15th- 30th Data collection
- November 30th First draft report

- December 15th Final draft report & restitution session

Final deadlines will be agreed upon by Search and the consultant upon finalization of the contract.

9. Budget

A detailed budget should be included in the technical proposal, detailing daily rates for personnel, and costs related to data collection (per the total number of people sampled, sites for collection, etc.), analysis, and production of deliverables.

10. Requirements of Consultant

The following skills and experience are expected by Search for our evaluator for this project:

- Proficiency in English and Arabic (written and spoken);
- More than 5 years of experience in project evaluation, including collecting data in interviews, surveys, and focus groups;
- Experience in conflict analysis and working with civil society sectors, specifically in conflict-affected areas in Sudan;
- Experience working with international organizations;
- Experience conducting quantitative surveys and analyses;
- Evaluation methods and data collection skills;
- Familiarity and experience with contextual challenges in the geographic location(s) where the study will take place.

In addition, the consultant is required to respect the following Ethical Principles¹:

- *Comprehensive and systematic inquiry: Consultant should make the most of the existing information and full range of stakeholders available at the time of the review. Consultant should conduct systematic, data-based inquiries. He or she should communicate his or her methods and approaches accurately and in sufficient detail to allow others to understand, interpret and critique his or her work. He or she should make clear the limitations of the review and its results.*
- *Competence: Consultant should possess the abilities and skills and experience appropriate to undertake the tasks proposed and should practice within the limits of his or her professional training and competence.*
- *Honesty and integrity: Consultant should be transparent with the contractor/constituent about: any conflict of interest, any change made in the negotiated project plan and the reasons why those changes were made, any risk that certain procedures or activities produce misleading review information.*
- *Respect for people: Consultant respect the security, dignity and self-worth of respondents, program participants. Consultant has the responsibility to be sensitive to and respect differences amongst participants in culture, religion, gender, disability, age and ethnicity.*

Selection Criteria

Consultant proposals will be selected for:

¹ Adapted from the *American Evaluation Association Guiding Principles for Evaluators, July 2004*

1. Relevance of proposed methodology to the goal, objectives, and research questions for the project.
2. Quality of proposed methods, conflict sensitivity approaches, and quality control measures.
3. Qualifications of the candidate(s).
4. Proposed budget in relation to proposed methodology, deliverables and team.
5. Timeline for proposed activities.

Applications

To apply, interested candidates (individuals or teams) are requested to submit the following two documents through our **online application portal**.

- Curriculum vitae;
- A technical proposal proposing a methodology for the baseline together with a financial proposal for the completion of the aforementioned deliverables and a short cover letter.

Note: Only two documents can be submitted, so the technical and financial proposals must be combined, along with the short cover letter.

Applications must be submitted through our online application platform **before 20th Sep 2022**.

For any related questions, kindly write to: Project focal point (habdalah@sfcg.org) with a copy to DM&E Manager (jelias@sfcg.org) and the Regional DM&E Officer (lrohbach@sfcg.org).