

Request For Proposal: Consultancy for Community Preparation for Reintegration and Reconciliation in Northeast Nigeria

Duration: 6 months
Expected Starting Date: 15 February 2019

1. Objective

The objective of the IOM Stabilization, Transition, Recovery & Reintegration Programme in Nigeria is to contribute to successful stabilization and promote long-term reintegration and reconciliation in affected communities in North-East Nigeria. This will support the efforts of the Government of Nigeria (GoN) to promote security and stability in the country and consequently also in the wider Lake Chad Basin region.

2. Background

After nine years of violent conflict, Nigeria is currently facing serious humanitarian challenges in its north-eastern region. The conflict has led to widespread insecurity, exacerbating the plight of vulnerable civilians and triggering waves of displacement. This situation has gravely undermined economic development, social progress, stability, national and human security, as well as peaceful coexistence in the affected areas.

Successive governments in Nigeria have recognised the gravity of the challenges that violent extremism in the northeast poses to national and regional progress, economic development, democratisation and social cohesion. This recognition resulted in intensified efforts in preventing and countering violent extremism (PCVE). In December 2017, the Office of the National Security Adviser launched the Policy Framework and National Action Plan for PCVE, in which the GoN acknowledges that the diverse roots and drivers of the conflict. This Policy Framework articulates a plan that involves all stakeholders, building partnerships, capacity, knowledge and leadership to ensure safer, secure and resilient communities in the face of violent extremism. Building on this framework, the Office of the National Security Adviser endorsed a comprehensive national Disengagement, Disassociation, Reintegration and Reconciliation (DDRR) Action Plan in August 2018, which aims to mitigate the threat and impact of violent extremism in Northeast Nigeria.

One of the various drivers of violent extremism is the lack of social cohesion in affected communities. Enhancing the capacity of individuals and communities to prevent extremism and to mitigate violence when it occurs, will promote social cohesion and build resilience amongst the population.

3. Goal and Objectives

This consultancy aims to effectively prepare and sensitize communities to create conditions for the sustainable reintegration of returnees in conflict-affected communities.

IOM recently completed a community reconciliation pilot model in Gwoza Local Government Agency (LGA), Borno State, which seeks to prepare communities of return or resettlement for the reintegration of returnees and conflict-affected vulnerable individuals, as well as to promote community reconciliation. Under this consultancy, IOM will use the same methodology to establish

reconciliation platforms in eight (8) additional communities of return in north-eastern Nigeria. The communities will be selected based on the profiling data on communities of return of IOM beneficiaries. The community reconciliation models will be custom-tailored to the local contexts.

The model utilizes a three-stage methodology. The first stage maps community perceptions and attitudes towards reintegration and reconciliation. The second stage focuses on dialogue with traditional and religious community leaders, influential community members, women, and youth, and state authorities. The third stage focuses on building capacities and raising awareness of a platform consisting of community “champions”. The community “champions” will be trained as trainers on reconciliation and reintegration processes in coordination with the National Orientation Agency (NOA), the Borno State Ministry of Women and Poverty Alleviation (MoW), the National Directorate of Employment Agency (NDEA), and the Office of the State Governor. The trainers are encouraged to convene on a regular basis, develop projects that benefit the community at large, as well as raise community awareness for reintegration and reconciliation. The process will be accompanied with continuous psychological and psychosocial counselling at the community level.

To achieve this overall goal, the following objectives are set:

- Build community capacities in PCVE, conflict mediation, reconciliation and peacebuilding, including traditional institutions and community leadership structures.
- Expand the PCVE, conflict mediation, reintegration, reconciliation and peacebuilding capacities of relevant state and Local Government officials.
- Foster community acceptance of returnees and conflict-affected persons as well as conditions for safe return and coexistence of returnees and conflict-affected community members.
- Initiate a long-term reconciliation process by building intercommunal trust as well as trust between communities and Local Governments.
- Build an interactive social space and platform for community leaders to address reintegration and reconciliation challenges to facilitate conflict/violence prevention and peacebuilding.
- Contribute to the restoration of social cohesion.

4. Project deliverables and activities

For each of the eight (8) communities, the following deliverables and activities are expected:

- I. Mapping and assessment of local and institutional resources, capacities, and mechanisms as well as systemic gaps and perceptions of reintegration and reconciliation processes.**
 - A. Design and implementation of a baseline survey on the community perception of reintegration and reconciliation process.
 - B. Conduct field research to establish a solid empirical basis for training design and policy support.
 - C. Conduct a community risk assessment to monitor risks in the community.
 - D. Design and implement an impact evaluation survey.

The following outputs and deliverables are expected:

- 1) Stakeholder mapping: affected communities, Local Government agencies, community institutions, and service providers involved in returns, reintegration, and community-based reconciliation.
 - 2) Assessment of stakeholder perceptions on reintegration and coexistence: expectations and concerns about conditions under which returnees and conflict-affected community members and local communities are willing and able to return and coexist.
 - 3) Identification of available local resources and systemic gaps in three main areas:
 - a) Disengaged and disassociated low-risk former associates to violent extremist groups/ideologies: needs, conditions, and challenges of returnees and conflict-affected community members with respect to reintegration.
 - b) Communities of return: strengths and challenges with respect to local communities' capacities and readiness to promote reintegration, PCVE, reconciliation, and peacebuilding (through rituals, sharia/traditional/modern court systems, and community-based peacekeeping, etc).
 - c) Institutional mechanisms for reintegration: Institutional frameworks, processes, and practices at Federal/State/Local Government levels as well as international actors, civil society organizations and communities that could be strengthened through capacity building.
 - 4) Conduct a community risk assessment to monitor the former associates' risk of recidivism, as well as potential socio- economic reintegration and reconciliation challenges at the community level.
 - 5) Baseline and impact evaluation surveys on community perceptions of the reintegration and reconciliation process, conducted at the beginning and at the end of the project.
- II. Building communities' PCVE, conflict mediation, risk assessment, reconciliation and peacebuilding capacities.**
- A. Apply lessons from field research conducted during the mapping and assessment into training design.
 - B. Design and implement at least three (3) skills and awareness-raising workshops to enable selected community leaders to learn about inclusive reintegration and reconciliation processes.
 - C. Conduct weekly participatory sessions in which civil society leaders/members will jointly develop reintegration and reconciliation processes/activities to implement in their community.
 - D. Identify a team of committed, capable community members willing and able to carry out long-term peacebuilding and reconciliation activities.

The following outputs and deliverables are expected:

- 1) A set of at least three (3) awareness-raising workshops on inclusive reintegration and reconciliation processes. This should include capacity building on PCVE, conflict mediation; knowledge about governmental reinsertion/rehabilitation and reintegration institutional processes; knowledge on transitional/restorative justice mechanisms; as well as knowledge on how to conduct spontaneous and continuous risk assessment within the community. It should include practical drama exercises.
- 2) A set of weekly participatory sessions at community level, which will enable community members to discuss and identify the reintegration and reconciliation processes/activities that they would like to implement in their community. This should include the provision of examples of community-based reintegration and reconciliation processes. According to the dynamics, the discussions may include issues such as security, gender, livelihood, etc. Regular participatory community events (sports, theatre, music, etc.) will accompany this activity.
- 3) Identification of community leaders who are willing and able to take the lead in facilitating a community platform and implementing peacebuilding and reconciliation processes in their community.

III. Community platforms for peacebuilding and reconciliation processes are created.

- A. Conduct at least two (2) workshops in which a previously identified team of committed and capable community members develop a reintegration and reconciliation model with processes/activities that they would like to implement in their community, based on the previous exercises with the rest of the community members.
- B. Carry out at least two (2) training workshops in order to build the capacities of the identified community members on dialogue facilitation, conflict mediation, as well as broad based community engagement and social mobilization toward conflict prevention, peacebuilding and reconciliation activities.
- C. Support the team in building a tailored peacebuilding and reconciliation model for their community, as well as developing a safe space and a sustainable platform to jointly explore how to meet potential reintegration, reconciliation and peacebuilding challenges.
- D. Formally launch the community platform.

The following outputs and deliverables are expected:

- 1) A set of at least two (2) workshops to support the identified community members in developing a community-based model for reintegration of returnees and conflict-affected community members, as well as promoting PCVE, conflict mediation, and possible restorative justice mechanisms and peacebuilding.
- 2) A set of at least two (2) workshops to build community members' capacities in facilitation, conflict mediation, as well as broad-based community engagement and

social mobilization toward conflict prevention, peacebuilding and reconciliation activities (should include practical drama exercise). According to the capacities and needs of the community, one of the two workshops would ideally be a Training of Trainers (ToT) that will allow the beneficiaries to train more community members beyond the project.

- 3) A community platform will be launched with the aim of creating a safe space for community members and enabling the members to jointly address potential challenges and:
 - Promote the community-based model for reintegration and reconciliation within the community,
 - Develop dialogue facilitation and conflict mediation sessions,
 - Develop and refine frameworks of coexistence and reconciliation initiatives,
 - Develop community-based mechanisms of restorative justice,
 - Identify and promote conditions in which returnees and conflict-affected community members can return to and coexist in their communities of origin,
 - Promote and develop community engagement and social mobilization toward conflict prevention, peacebuilding and reconciliation activities,
 - Contribute to social cohesion.

IV. State and Local Government PCVE, reintegration, reconciliation and peacebuilding capacities are strengthened.

- A. Apply lessons learned from the community mapping and assessment to training design.
- B. Conduct at least two (2) skills and awareness-building workshops designed to enable Government officials to learn about inclusive reintegration, reconciliation and peacebuilding processes.
- C. Carry out at least six (6) awareness raising and trust-building workshops designed to foster a functional working relationships within the communities as well as between Government agencies and community members.

The following outputs and deliverables are expected:

- 1) A set of at least two (2) workshops for awareness raising on inclusive reintegration and reconciliation processes. This should include capacity building on PCVE, conflict mediation; knowledge about governmental reinsertion, rehabilitation and reintegration institutional processes; as well as knowledge on transitional/restorative justice mechanisms.
- 2) A set of at least six (6) workshops to build trust between Government officials and community members, as well as raise awareness on community needs and State and Local Government agencies mandates. This should foster a partnership

between government and civil society leaders to address reintegration and reconciliation issues and challenges.

V. Psychological and Psychosocial Support to the communities.

Conduct psychological and psychosocial counseling in the communities.

The following output and deliverable is expected:

- 1) A set of weekly (at least once a week, ideally more) collective sessions for community psychological and psychosocial counseling, to address fears, and enhance social well-being. This may include cultural activities that build community cohesion and positive attitudes.

In addition to the above, the following outputs will be expected:

- i. A workplan for the initial phase submitted and validated by the IOM DRR Programme Manager and DRR Programme Officer, within 10 working days of the contract.
- ii. An individual report after each training, workshop and dialogue session.
- iii. Work with IOM staff to identify the communities; training and workshop beneficiaries; relevant government agencies; and community members willing to take a leading role in the community platforms.
- iv. Brief weekly progress report to the Programme Manager and Programme Officer for coordination.
- v. Final report to the Programme Manager and Programme Officer for coordination.
- vi. Continuous field level coordination with IOM staff to enable a comprehensive approach that includes the community as a whole as well as successful individual reintegration.

QUALIFICATION AND EXPERIENCE

The criteria for selecting the service provider are:

- Must have at-least 5 years of experience in supporting reintegration, reconciliation, PCVE and/or peacebuilding in local communities funded by the Government or International Organizations.
- Personal commitment, efficiency and flexibility, together with the ability to work both independently under minimum supervision and with large diverse project teams.
- Experience in the provision of capacity building trainings for community members and Government officials.
- Existing field team presence and/or government and community networks in Northeast Nigeria a distinct asset.
- Experience in delivering psychological and/or psychosocial support at the community level in Nigeria is an asset.



International Organization for Migration (IOM)
The UN Migration Agency

COMPETENCIES

- Confirmed interest in community reintegration and reconciliation.
- Project development and management skills.
- Excellent command of English and field teams must be fully proficient in the local language.
- Strong interpersonal and networking skills
- Strong oral and written communication and reporting skills
- Creative and result oriented
- Computer proficiency including working knowledge of MS Office products (Word, Excel, PowerPoint)

TIME FRAME AND DURATION

The service provider shall execute the project during a six-month period (March to September 2019).

METHOD OF APPLICATION

IOM invites experienced and interested service providers to submit an expression of interest along with a cover letter in support of their application, **addressed to Procurement Department, 11 HAILE SELASSIE STREET ASOKORO ABUJA. INTERNATIONAL ORGANIZATION FOR MIGRATION. THE UNITED NATIONS MIGRATION AGENCY; clearly marked on the envelopes and submitted by hand to the above address.**

Each submission must include:

A technical proposal, with detailed methodology and work plan (max 4 pages), along with:

- Samples of previous work;
- Details of the organizational structure, including CVs and description of expertise of consultant/research team (relevant work experience, technical training and education);
- Overview of (past and current) companies or organizations previously served, with up-to-date contact details;
- Programs and projects (past and current) with short descriptions;
- One professional reference, with complete contact details;

A financial proposal.

Please note that only shortlisted applicants will be contacted.