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TERMS OF REFERENCE

Med Dialogue Fellows

Short term mission

Non-key expert Senior:

Delivering capacity building services for youth on “Addressing the ecological challenges in the Mediterranean”

1. OVERALL CONTEXT

Med Dialogue for Rights and Equality is an EU-funded Technical Assistance Programme with the overall objective of strengthening the role of CSOs active at the regional scale, in building sustainable development, regional cohesion and resilience, as well as in influencing policy-making in the Southern Neighborhood and the Euro-Mediterranean Space.

Med Dialogue Fellows is one of the Programme’s clusters designed to empower and connect young CSO leaders and their organisations, who are committed to addressing Mediterranean policy challenges beyond national borders, in order to facilitate the development of regional networks, mutual skill-building, promoting advocacy, building channels of cooperation and developing local actions within a common framework. Civil society’s young female and male activists will be strengthened in their capacity to strategise, cooperate together, and advocate for rights and equality in the region.

The first call of **Med Dialogue Fellows** will focus on the ecological challenges of the Mediterranean region and will select around 25 participants from the following countries: Algeria, Egypt, Israel, Jordan, Lebanon, Libya, Mauritania, Morocco, Palestine, Tunisia, Syria – or belong to related diasporas, especially the Syrian and Palestinian ones, who will participate in the following activities:

- A 4-day long capacity building bootcamp (expected date: 27 – 30 January 2020),
- A Common action consisting in decentralized activities and implemented by the participants,
- Involvement in other regional events of the Programme of partner organisations.

One of the end results of the bootcamp will in fact be the development of a common advocacy action involving all participants and financed by the Programme, which shall take place simultaneously in their home towns/regions.



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2. DESCRIPTION OF THE SHORT TERM MISSION

2.1. General objective

Med Dialogue for Rights and Equality is looking for a Senior Trainer to coordinate and carry out the capacity building bootcamp on ecological challenges and issues.

The bootcamp will include training, coaching and debate components - the aim of the bootcamp being to strengthen the thematic and advocacy capacities of the participants, and to offer them exchange opportunities on relevant better practices. Participants will be as well assisted in the formulation and implementation of an idea for a common action, on whose basis they have as well been selected, and which will be carried out in their respective countries.

The support team at the bootcamp will be composed of :

- The Senior Trainer (object of this call),
- A Junior Facilitator supporting the Senior Trainer in the networking, the team work and the project development, especially in relation to the common action,
- A Senior M&E Expert in charge of developing a methodology of finance&admin follow-up and quality assessment of the common actions,
- The Technical Assistance team.

2.2. Specific objectives

The main objectives of the assignment are:

- 1) The Senior Trainer has to plan and undertake :
 - an introduction to the principles of ecology, and contemporary environmental challenges and issues, including climate change, biodiversity loss and unsustainable development and planning.
 - an intensive capacity-building training aimed at providing participants with a wide set of tools, technical skills and advocacy methods to help them grow their ideas and enhance their capacity in addressing ecological issues and challenges in Mediterranean region,
 - coaching activities to make the participants meet experienced practitioners, learn from successful practices and discover projects on the ground related to the ecological issues and challenges.
- 2) The Senior Trainer has to coach the participants in better assessing their ideas of common action, and selecting the best idea to be implemented in their respective countries. The Senior Trainer will work in partnership with a Junior Facilitator, in order especially to raise the good performance of the participants into the team work, and finalize the conception and development of the common action.
- 3) Prior to that (end of November – beginning of December 2019), the Senior Expert will be taking part in the selection of the Call candidates, along with the Junior Expert and M&E Expert. He or she will



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remotely assess the candidates based on a list of pre-selected eligible candidates and an evaluation grid, prepared by the TA team. A selection Committee meeting, chaired by the TA and gathering the 3 experts will be held online to share the results of the assessment and establish the final list of participants.

2.3. Requested services

At the beginning of the assignment, a briefing will be organised between the Technical Assistance team and the consultant, in order to determine the provisional planning of the mission.

The short term mission will comprise the following services:

- Participate in the Selection Committee,
- Plan structure and methodology of the bootcamp for an expected number of 25 participants, and coordinate it,
- Elaborate on principles of ecology and review of the main ecological challenges in the region,
- Co-conceiving a 2-hours long public debate (speakers: activists, policy-makers and scientists) discussing about what is at stake, in the presence of the bootcamp's participants,
- Coach the participants in order to develop the best idea for a common action through working groups and plenary sessions,

The indicative structure of the bootcamp will be the following:

- Introduction to principles of ecology and environmental sciences, and review of the main ecological challenges in the region,
- Study-visits to local organisations and projects,
- Public debate with activists, policy-makers and scientists discussing about what is at stake in the region,
- Introduction to principles of sound operational management as well as of environmentally sound management of events,
- Common action: discussing and choosing the best idea that will be developed as a common action through working groups and plenary sessions,
- A cultural activity will offer the opportunity to address eco-challenges through creative arts.

2.4. Required outputs/ deliverables

The required outputs are:

- A table of assessment of the eligible candidates to the Call based on the evaluation grid prepared by TA team,
- A detailed methodology and a precise programme of the training process and of the common action selection and development process,
- Pedagogical support tools,
- Conception of an evaluation form of the bootcamp,
- Delivery of a clear project of a common action involving all the participants,
- A detailed report on the bootcamp and an evaluation of participants' performance (this evaluation will help the Programme team to identify the best participants who will be invited to participate in other project activities).



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2.5. Language of the Contract

The language of this contract will be English and French.

2.6. Subcontracting

Sub-contracting is not foreseen.

3. LOCATION AND DURATION

3.1. Location of the assignment

The location of the assignment will be Tunis.

3.2. Duration of the assignment

The assignment will include 9 working days. The indicative dates for the *Med Dialogue Fellows'* bootcamp are 27-31 January, 2020. It is expected that the assignment will be finished indicatively by the end of February 2020, depending on the period of the finalization of the common action' activities with the participants.

Year	2019-2020												
Month	D	J	F	M	A	M	J	J	A	S	O	N	D
Position expert													

4. EXPERT PROFILE

The assignment requires the mobilisation of a Senior Trainer in capacity building on ecology, strategic thinking, negotiation and coaching.

4.1. Qualifications and skills

- A Master degree or a high-level university education diploma in environmental sciences, sustainable development, nature conservation, landscape and regional planning or related fields, or
- A Master degree in social sciences, with specialization in expertise related to ecological issues and sustainable development,
- Proven written and communication skills in English and French. Arabic is an asset.



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4.2. General professional experience

- At least 10 years of experience in support to civil society and/or policy-making, focusing on environmental challenges, sustainable development, and green policies.

4.3. Specific professional experience

- A proven experience in facilitating and leading training workshops in one or more selected themes,
- At least 5 years of experience in the Maghreb area / Machreq area,
- General knowledge of the working context of CSOs at the regional level.

5. REPORTING

The expert will produce the following reports:

Name of product	Time of submission
Table of assessment of the eligible candidates	3 December 2019 (indicatively)
Bootcamp methodology and detailed programme	7 January 2020
Training material and tools	15 January 2020
Common action concept	End of the bootcamp
Final assignment report on the bootcamp incl. evaluation of the participants' performance	20 February 2020

6. INCIDENTAL EXPENDITURE

The assignment will include a budget for

- International travel
- Local travel
- Per diem