

Terms of Reference for Training of Trainers - First Cohort of Practitioner and Community Trainers on Humanitarian Development Peace Nexus

Terms of Reference for Training of Trainers - First Cohort of Master Trainers on Humanitarian Development Peace Nexus.

Introduction:

The Humanitarian-Peace-Development (HDP) Nexus, also known as “the New Ways of Working,” introduced after the 2016 World Humanitarian Summit, is continuously evolving due to a lack of understanding of its benefits and utilisation. The disjointed nature of humanitarian relief, development assistance, and peacekeeping/peacebuilding poses challenges for implementing the Nexus effectively. To address these challenges, ActionAid Nigeria, in collaboration with the University of Maiduguri (UNIMAID), American University of Nigeria (AUN), and Nasarawa State University, has established the HDP Practitioners Academy Campus to provide training and capacity building for HDP practitioners and communities.

Registration Link: <https://forms.gle/PjHoU5yycE3NWmH99>

Background:

The Humanitarian-Peace-Development (HDP) Nexus aims to foster connections between the humanitarian, development, and peace sectors, promoting collaborative efforts among HDP actors to ensure accountable delivery of sector initiatives. These efforts are designed to address people’s needs, mitigate risks and vulnerabilities, and progress towards sustainable peace. The HDP Nexus represents a new operational framework that seeks to bridge the previously segregated domains of crisis intervention.

Nigeria has taken significant steps to implement the HDP Nexus through the formulation of a National HDP Plan. The decision of the National Humanitarian Coordination Committee

(NHCC) to develop an NHDP framework underscores the commitment to restoring peace and stability in Nigeria through a multi-track, multi-agency, and multi-stakeholder approach. The unveiling of the NHDP framework during the 2021 World Humanitarian Day highlighted the vision for enhanced collaboration and coordination among actors in the fields of development cooperation, humanitarian action, and peace building. A subsequent 3-day stakeholder engagement, led by the Federal Ministry of Humanitarian Affairs, Disaster Management and Social Development, resulted in the validation of the framework and the initiation of the NHDP plan, slated for realisation between 2022 and 2027. Despite these ongoing initiatives, there is a prevailing lack of understanding among practitioners and community stakeholders regarding the HDP Nexus and its practical application in terms of approach, interlinkages, participation, inclusion, and accountability. This knowledge gap has contributed to reduced funding for Civil Society Actors and has left community stakeholders unable to effectively evaluate HDP interventions in line with the HDP Nexus approach.

Recognizing these challenges, ActionAid Nigeria, in collaboration with the University of Maiduguri (UNIMAID), American University of Nigeria (AUN), and Nasarawa State University, is undertaking the training of a first cohort of master trainers. The objective is to equip these trainers with the necessary knowledge and skills to educate practitioners and community members across university campuses on the intricacies of the HDP Nexus and its practical application.

Objective of the Training:

The primary objective of the training is to equip a first cohort of master trainers with the necessary knowledge and skills to train practitioners and community members across university campuses.

Relevance of the Training

The training described is justified and relevant for several reasons:

1. Capacity Building: The training aims to build the capacity of practitioners and community

stakeholders in understanding and applying the Humanitarian Development Peace (HDP) Nexus, which is crucial for effective intervention and response in crisis situations.

2. **Enhanced Collaboration:** By training master trainers, the programme fosters enhanced collaboration and coordination among actors in the fields of development cooperation, humanitarian action, and peace building, thereby promoting a more cohesive and effective approach to addressing complex humanitarian challenges.
3. **Improved Understanding:** The training addresses the existing lack of understanding among practitioners and community stakeholders regarding the HDP Nexus and its practical application. This is essential for promoting a comprehensive and integrated approach to addressing the needs of affected populations.
4. **Accountability and Inclusion:** Through the training, practitioners and community stakeholders will be equipped with the knowledge and skills needed to promote participation, inclusion, and accountability in their work, ultimately leading to more effective and sustainable interventions.
5. **Multi-Stakeholder Approach:** The training programme acknowledges the importance of a multi-stakeholder approach in addressing humanitarian challenges, and aims to equip master trainers with the requisite knowledge to engage and train practitioners and community stakeholders across various university campuses.

Required Competence/Qualification:

Training of Community Stakeholders:

- Trainers must have 3-5 years of experience in training facilitation and be residents of the training locations (Borno, Adamawa, Yobe, and Nasarawa States) with a strong understanding of local contexts.
- Trainers should be able to communicate in the local language of their context and be drawn from a mix of the Humanitarian, Development, and Peace sectors.
- Gender sensitivity, flexibility, and availability for deployment during training are essential criteria.

Training of Practitioners:

- Trainers must hold a minimum of a Bachelor's degree or equivalent with 3-5 years of

experience in training facilitation. They should also be residents of the training locations with an understanding of the local contexts.

- Knowledge of the local language of their context will be an added advantage, and applicants should be drawn from a mix of the Humanitarian, Development, and Peace sectors.
- Gender sensitivity, flexibility, and availability for deployment during training are essential criteria.

Kindly be informed that a letter from your organisation will be necessary if you are currently employed, requesting management approval for your availability to participate in the Train the Trainer (TOT) programme, and confirming the organization's flexibility to allow you to lead trainings in respective states as required following the successful completion of the training programme.

Expected Outputs/ Outcomes

1. **Certified Master Trainers:** The training is expected to produce a cohort of certified master trainers equipped with the requisite knowledge and skills to effectively educate others on the principles and practical application of the HDP Nexus.
2. **Comprehensive Training Materials:** The programme should result in the development of comprehensive training materials and resources that can be utilised to facilitate effective learning and understanding of the HDP Nexus framework, including presentations, handouts, case studies, and other relevant materials.
3. **Increased Understanding:** Participants are expected to gain a deeper understanding of the HDP Nexus and its application, promoting collaboration and coordination among actors in the fields of development cooperation, humanitarian action, and peacebuilding.
4. **Enhanced Capacity:** The training should enhance the capacity of practitioners and community stakeholders to promote participation, inclusion, and accountability in their work, leading to improved interventions and outcomes in crisis situations.
5. **Stakeholder Engagement:** The program should foster stakeholder engagement and collaboration, enabling participants to effectively engage and train practitioners and community stakeholders across various university campuses, promoting a multi-stakeholder approach to addressing humanitarian challenges.

6. Improved Application: The training is geared towards promoting the application of HDP Nexus principles, ultimately leading to more effective and sustainable interventions that address the needs of affected populations in a comprehensive and integrated manner.

Expected Deliverables for Qualified Trainers:

1. Training Sessions: Conduct interactive and engaging training sessions for practitioners and community stakeholders across university campuses in Borno, Adamawa, Yobe, and Nasarawa States. Trainers should ensure the effective delivery of training content, encourage participation, and facilitate discussions and activities that promote understanding and application of the HDP Nexus.
2. Evaluation and Feedback: Trainers are responsible for conducting evaluations of the training sessions to assess the impact and effectiveness of the training. They should also gather feedback from participants to identify areas for improvement and ensure continuous enhancement of the training program.
3. Training Report: Prepare a comprehensive report documenting the training activities, participant feedback, and recommendations for future training initiatives. The report should include an analysis of the effectiveness of the training program and provide insights for refining and enhancing future training sessions.
4. Capacity Building: Support the capacity building of practitioners and community stakeholders by providing guidance, mentorship, and ongoing support to ensure the application of HDP Nexus principles in their respective roles and interventions.
5. Gender Sensitivity: Ensure gender-sensitive training delivery and incorporate gender perspectives into the training materials and sessions to promote inclusivity and diversity in HDP interventions.
6. Flexibility and Availability: Trainers should demonstrate flexibility and availability to be deployed as needed for training sessions, ensuring consistent and timely delivery of training across different locations.

Upon selection for the Train the Trainer programme, ActionAid will implement a rigorous selection criterion after the training to identify successful master trainers. These certified master trainers will be duly compensated for their role in leading trainings in respective locations.

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Closing Date: 8 March 2024