



ASF IS LOOKING FOR

**A UGANDAN OR AN INTERNATIONAL MEDIATION EXPERT TO
CONDUCT A TRAINING OF TRAINERS FOR MEDIATORS
IN UGANDA**

2018

Project	Promoting sustainable developments goals by improving access to justice.
Objective of the mission	To conduct a training of trainers for mediators in Uganda on a pro bono basis.
Profile	Social scientist, adult pedagogy, pedagogy expert with extensive experience in development of training resources and mediation processes. The expert must have a demonstrated ability to grasp conflict resolution in socio-economic context.
Availabilities	12 days between January-April 2018 (5 days in Uganda).
ASF contact & deadline	Please submit your CV and a planning proposition before 30th November 2017 with the reference: training of trainers to Mr. Romain Ravet at rravet@asf.be

General Overview of Avocats Sans Frontières

ASF is an independent international non-governmental organization founded in Belgium in 1992, whose mission is to contribute to the establishment of mechanisms that allow for access to independent and impartial justice, and which are capable of guaranteeing the protection of fundamental rights (civil and political, economic and social), including the right to fair trial.

For more than 20 years, ASF has been implementing programs with the aim to facilitating access to justice for the most vulnerable population in fragile states or transition contexts, including: Burundi, Nepal, Democratic Republic of Congo, Rwanda, Myanmar, Uganda, Chad, Tunisia, Morocco, Kenya, Timor Leste and in Israel and Palestine.

ASF's intervention strategy includes recognizing access to justice as a fundamental right and an indispensable precondition for realizing and defending other human rights; and building

advocates, lawyers' and civil society's capacity to achieve the above objectives: ensure access to justice and support human rights realisation.

Terms of Reference

1. Background

Uganda has a pressing need to expand access to fast, low cost dispute resolution to address common local problems such as land disputes, for citizens for whom access to the formal court system is financially or physically impossible. Building on previous work done in Uganda to improve alternative dispute resolutions outside the formal court system, four access to justice organizations in Uganda are proposing to develop a mediation training program aimed at improving the dispute resolution skills of actors whom research has shown are the first line of approach for most poor justice seekers.

Four organizations are partnering in the development of training resources for alternative dispute resolution: the USAID funded SAFE (Securing Access to Justice, Fostering Equity and Peace) Program; Justice Centres Uganda (legal aid offices operating under the Justice, Law and Order Sector of the government of Uganda); LASPNET (the Legal Aid Service Providers Network of Uganda, an umbrella organization of legal aid CSOs), and Avocats Sans Frontieres (Lawyers without Borders).

2. Objective of the ILN Expert

The four partner organizations will develop a training module or modules for alternative dispute resolution (ADR) which it is hoped will become the model standard for Uganda, for use by Ugandan institutions and/or civil society. The approach is a "*training of trainers*" process whereby a pool of future trainers will be selected by the partner organizations and involved in the development of the training modules with a commitment to delivering them in the future.

Under ASF supervision, the ILN expert will provide expertise in Adult pedagogy to the future trainers. His/her expertise will be integrated in the wider process of training resources' development.

3. Methodology

The four partner organizations propose to develop a mediation training program for socially prominent actors who are the most commonly approached by justice seekers for assistance. These include Local Council chairs, traditional clan elders, people charged with demarcating land boundaries (the largest source of legal and social conflict in Uganda is conflicting claims to land), etc. The program is not primarily focused on lawyers or those with advanced legal training.

The training resource development will be articulated around three main aspects:

1. Conceptualization of ADR in the Uganda context by an International Technical Expert.
2. Building the adult pedagogy of the future trainers by the ASF ILN expert.
3. Developing, controlling the quality and testing the training modules in a collective process.

The ILN Expert will have to align his/her work with that of the International Technical Expert. He/she will intervene ahead of the writing of the training modules and will participate in the quality control. Throughout the preparation and implementation phases, the ILN Expert will be expected to closely coordinate its work with the four partner organizations.

4. Expected Results

The expected results of the expert's mission are:

1. Facilitate a capacity-building seminar with the future trainers in Kampala (5 days). The seminar will follow a participatory approach whereby the ILN Expert will equip the future trainers with necessary knowledge and skills about adult pedagogy. The ILN Expert will factor in the socio cultural context of Uganda into his/her approach.
2. Coach the writers of the modules in remote (5 days). Throughout the development of the modules, the ILN expert will provide remote coaching to the writers in order to ensure retention of the skills built in the seminar.
3. Contribute to the quality control and certification process of the training modules in remote (2 days).

5. Timetable

The assignment will take place from January to April 2018, with the expectation that the module will be in final draft form no later than April 30, 2018.

6. Conditions of the mission

ASF will cover the following costs; flight tickets, visa fees, airport pick up in Uganda upon arrival and return, transport from and returning to hotel (or other place of residence), accommodation, facilitation fees and per diems. No other costs will be covered. The expert should commit to:

- Performing the intervention while respecting principles of good behavior, vigilance, and caution.
- Fully complying with any instruction given by ASF in relation to the ILN member's personal safety, the safety of other participants, or the safety of ASF's personnel.
- Not undertaking any action contrary to the reasonable progress of the intervention and especially the ILN member shall not act in the intervention country in a capacity other than in pursuance of the proposed mission.