



## CALL FOR TRAINERS

**Locations: Albania, Bosnia and Herzegovina, Kosovo<sup>i</sup>, the Republic of North Macedonia, Montenegro, and Serbia**

**Deadline: March 18, 2019 17:00h (CET)**

### INTRODUCTION

Civil society organisations<sup>ii</sup> (CSOs) in the Western Balkans (WB) have been increasingly encouraged to engage in prevention and countering of violent extremism (P/CVE), primarily through activities focused on countering radicalization leading to violence and recruitment of foreign terrorist fighters, but also on broader issues related to promoting tolerance, preventing hate speech, reconciliation, and civic education.

Lack of capacities, financial instability, P/CVE programs inconsistent with communities' needs, lack of cooperation and coordination with other relevant P/CVE stakeholders are only some of the problems which CSOs in the WB have been facing with in this area.

Therefore, consortium made of six organisations: Forum MNE (Montenegro), Centre for Legal Civic Initiatives (Albania), Hope and Homes for Children (Bosnia and Herzegovina), Partners Kosova - Centre for Conflict Management (Kosovo), Centre for Common Ground (Macedonia), and Cultural Centre DamaD (Serbia) in its initial phase of planning of national CSOs' capacity building program is launching a **call for trainers**.

The activity is a part of a project: "Communities First: Creation of civil society hub to address violent extremism—from prevention to reintegration". The three-year project (2018-2021) aims to empower CSOs in the WB, including women, youth, and faith-based organizations, to become more effective and accountable actors and to improve their capacity to implement projects and dialogue with national and local governments around preventing and countering violent extremism (P/CVE), influencing policy and decision-making processes as it relates to P/CVE in the region.

The project is financially supported by the European Union, the Balkan Trust for Democracy, a project of the German Marshall Fund of the United States, and the Ministry of Public Administration of Montenegro.

### PURPOSE

The purpose of this engagement is to develop/tailor make training curriculum for national CSOs' capacity building program in the field of P/CVE, and to deliver it. Capacity building program should enable civil society to develop and implement efficient P/CVE community actions, improving at the same time their fundraising, project management and advocacy skills. It will be



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composed of seven three-day training modules and designed based on specific country/community needs, and in close cooperation with project partners and consultations with international experts.

Trainings may cover topics such as: P/CVE policy development, research and analysis, program design, grant application, project management, communication/outreach, engagement with national/local authorities, etc.

### **Two national trainers per country will be selected.**

Participants of the trainings will be grassroots and other relevant CSOs across the WB working on P/CVE specific or P/CVE relevant projects, programs, and policies, with a particular focus on youth-led organizations and those working on education, women-led initiatives, civic engagement and leadership, community resilience, faith-based cooperation, and dialogue. Each training module is expected to have approximately 20 participants.

**IMPORTANT NOTE: Pre-selected trainers will be required to attend four-day Training of Trainers (ToT) which will be held in Montenegro in the first quarter of April 2019 (week 15 to 21 of April). During ToT participants will have an opportunity to increase knowledge and skills on P/CVE specific and relevant topics, as well as topics significant for CSOs such as theory of change, impact assessment, monitoring and evaluation, etc.**

**Training will be held by experienced international experts from Global Center on Cooperative Security: Matthew Schwartz, Franziska Praxl-Tabuchi, and David Dews.**

### **GEOGRAPHICAL AREA**

Albania, Bosnia and Herzegovina, Kosovo, the Republic of North Macedonia, Montenegro, and Serbia

### **SCOPE OF WORK**

- Creation of training curriculum for national capacity building program in close cooperation with project leaders and experts engaged in the project;
- Conduct up to seven training modules (each lasting three days) throughout the country;
- Conduct evaluation of trainings;
- Report on the conducted trainings/workshops;
- Create and produce trainers' workbook.

### **DURATION**

Services will be prepared and delivered between May 2019 to April 30, 2020.



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## RESULTS TO BE ACHIEVED:

It is expected that capacity building program in line with other project activities will empower CSOs to be more than simply implementers of short-term, donor-funded projects, but rather catalyst and agents of change in their communities and policy advocates in their countries and region.

## MINIMUM REQUIREMENTS

- University background
- At least 2 years of relevant professional experience;
- Understanding of concepts and approaches relevant to P/CVE;
- Familiarity with P/CVE policies and initiatives in the Western Balkan region;
- Good knowledge of English, both written and oral;
- Computer literate with practical experience in Microsoft packages;
- Organisational and analytical skills and initiative;
- Excellent interpersonal and communication skills;
- Participation and active engagement in ToT and follow up tasks and activities.

## BUDGET AVAILABLE

Daily trainers' fee (gross amount) is 160EUR. Maximum working days: 21.

## APPLICATION/ DEADLINES

Interested candidates are requested to send their CV (Europass CV format), motivation letter (not exceeding 3000 characters), and two references in English no later than **March 18, 2019 17:00h (CET)** electronically to the following e-mail addresses: **[zibijas@kcdamad.org](mailto:zibijas@kcdamad.org)** and **[office@kcdamad.org](mailto:office@kcdamad.org)**. Please indicate as the subject of the email: **"Application for national trainer – Serbia"**.

**Shortlisted candidates will be contacted for an interview. It is expected that interviews will be held between March 20<sup>th</sup> and April 1<sup>st</sup> the latest.**

**Late and incomplete applications will not be taken into consideration.**

For any further inquiries regarding the call please contact Zibija Dh-Sarenkapic at [zibijas@kcdamad.org](mailto:zibijas@kcdamad.org)



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<sup>i</sup> This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

<sup>ii</sup> Following the EU's most recent definition of CSO, they include "non-governmental organizations, organizations representing indigenous peoples, organizations representing national and/ or ethnic minorities, diaspora organizations, migrants' organizations in partner countries, local traders' associations and citizens' groups, cooperatives, employers' associations and trade unions (social partners), organizations representing economic and social interests, organizations fighting corruption and fraud and promoting good governance, civil rights organizations and organizations combating discrimination, local organizations (including networks) involved in decentralized regional cooperation and integration, consumer organizations, women's and youth organizations, environmental, teaching, cultural, research and scientific organizations, universities, churches and religious associations and communities, philosophical and non-confessional organizations, the media and any non-governmental associations and independent foundations." Multiannual Indicative Programme for the Thematic Programme "Civil Society Organisations and Local Authorities" for the period 2014-2020, C(2014) 4865 final, 15.7.2014, p.4. 6



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