

 Bonn International Centre for Conflict Studies	Öffentliche Ausschreibung - Consultant – Technical advisory and capacity building support	Datum	09.01.2026
	Terms of Reference (ToR)	Vergabenummer	AV-2026001

Terms of Reference

Consultant – Technical advisory and capacity building support

Joint AU-DPO-bicc project ‘Reducing Armed Group Violence in Africa: Local insights for lasting impacts’

1. Background and rationale

The project ‘**Reducing Armed Group Violence in Africa: Local insights for lasting impacts** (2025-2027)’ is implemented by a consortium of international and regional organisations. The United Nations Department of Peace Operations (DPO) and the African Union (AU) serve as core partners, with bicc acting as the lead implementing entity. In addition, the Lake Chad Basin Commission (LCBC) and the Regional Centre on Small Arms and Light Weapons (RECSEA) are engaged as key collaboration partners. While the project has a continental scope, it places particular emphasis on activities in West Africa’s coastal states, the Lake Chad Basin, and RECSEA member states.

The project aims to contribute to the prevention and reduction of armed group violence in Africa through locally informed and evidence-based DDR processes in support of the sustaining peace approach. In addition to providing technical advice, evidence collected within the project is used to inform and enhance international, regional, and national policies and responses in support of Disarmament, Demobilisation, and Reintegration (DDR) processes across the continent. The project, which runs from 01 November 2025 until 31 October 2027, is funded by the German Federal Foreign Office. As part of its implementation, bicc is seeking a junior consultant to support the project’s technical advisory, training and capacity-exchange work streams throughout 2026 and 2027.

2. Objective

The objective of this consultancy is to – jointly with the bicc advisory team - provide expert technical advice and capacity-building to the project partners and stakeholders engaged in DDR-related interventions and armed group violence reduction efforts across Africa.

3. Scope of work

The consultant shall be responsible for the following activities. All such activities shall be performed exclusively by the consultant, and any subcontracting is prohibited unless expressly authorised below:

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- Work with bicc’s technical advisory team in the delivering **technical advice on DDR** policies, strategies, and programmatic approaches.
- Supporting the development and implementation of **capacity-exchange/training activities** for regional and national partners.
- Contributing to the **analysis of armed group dynamics** (through the compilation of evidence gathered in assessment missions) and the drafting of **policy recommendations**.
- Facilitating **knowledge exchange and coordination** among core and key collaboration partners (DPO, AU, LCBC, RECSA) including virtual briefings and other knowledge sharing events (policy roundtables, workshops) jointly with the bicc project team.
- Contributing content for the **production of the project’s documentary podcast series** ‘The Sahel Untold: Stories of Resilience’ (sub-contracting is permitted for this activity).

The consultancy requires travel to the project’s focus regions, including West Africa’s coastal states, the Lake Chad Basin, and RECSA member states. Such missions will be coordinated in consultation with bicc and partner institutions, following applicable security protocols. All travel arrangements and related travel expenses shall be organised and paid directly by bicc. Travel shall be conducted in accordance with the provisions of the German Federal Travel Expenses Act (Bundesreisekostengesetz – BRKG¹). Air travel arranged by bicc shall be restricted to economy class flights only. All individuals involved in the implementation of this assignment shall be required to comply with bicc’s policies on security, safeguarding, data protection, and ethical conduct.

4. **Deliverables**

The exact deliverables will be agreed upon with and closely monitored by the project manager and the Senior Adviser/Advisory Component Lead during the project, but may include:

- Preparing capacity-building materials (including session plans, presentations) and newly created training modules;

¹ https://www.gesetze-im-internet.de/brkg_2005/BRKG.pdf

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- Facilitating training/capacity exchange activities
- Delivering reports (written and/or oral) on advisory missions, workshops, or stakeholder engagements.
- Contributing substantively to continental, regional and national dialogues on DDR processes.
- Drafting components of strategy documents.
- Contributing, where needed, to research outputs, such as bicc policy briefs or briefing notes.

5. Timeframe, contractual form and level of effort

The contract is scheduled to start in March 2026 and will run until the end of December 2026. Specific timelines and level of effort will be agreed upon with bicc. A maximum of **120** working days in 2026 is anticipated for this consultancy. The contract shall be structured as a call-off framework contract. The actual level of effort shall be agreed in advance with bicc on a case-by-case basis and shall be measured in working days. The consultant shall document the services rendered by means of daily records, which shall be submitted to bicc for verification and approval in accordance with the agreed procedures.

6. Qualifications and experience

- Advanced degree in political science, international relations, law, disarmament, security, development management, conflict resolution or a related area is required.
- At least 3–7 years of professional experience on DDR, peacebuilding, or armed violence reduction; familiarity with DDR frameworks and peace and security architecture.
- Demonstrated experience working with African regional organisations (e.g., AU, RECSA, LCBC) or UN institutions.
- Demonstrated strong team spirit and interest in working collaboratively in international teams to achieve the project's goals.
- Proven track record in capacity building, strong facilitation and stakeholder engagement skills

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- Excellent analytical skills; clear and concise communication, presentation, and writing skills. Experience in conducting empirical research is desirable.
- Strong language skills in English as the primary working language of the project. French language skills are highly desirable.

7. **Reporting and coordination**

The consultant will primarily report to the Senior Advisor/Advisory Component Lead. The consultant will also closely collaborate with the project manager and other bicc team members as well as focal points of partnering institutions, including DPO, AU, LCBC, and RECSA.

8. **Application process**

Interested candidates are invited to submit:

- A cover letter outlining relevant experience.
- A detailed CV including two references.
Examples of previous work (e.g., reports, short analytical notes, training materials, training curricula, publications (if any))
- Financial offer (stating the daily rate in EURO)