



International Demobilisation, Recovery, Reconciliation and Reintegration (DRRR) Consultant

Location	Maroua, Cameroon
Type of Contract	Individual Contract, International Consultant
Languages required:	French/English
Starting date:	15st November 2018
Duration of Assignment:	60 days

Background

Since 2009, Boko Haram violence across the Lake Chad has killed more than 25000 people and forced 2.5 million from their homes. Structural drivers of the conflict, such as lack of development, the impact of climate change and poor governance pre-date, and have been amplified by, the conflict.

In response, Nigeria, Cameroon, Niger, Chad, and Benin, agreed to synergize their military efforts within the framework of the Lake Chad Basin Commission (LCBC), forming the Multi-National Joint Task Force (MNJTF) against Boko Haram. The deployment of the MNJTF was authorized during the 489th meeting of the Peace and Security Council (PSC) of the African Union (AU) on 3 March 2015.

The MNJTF has successfully degraded the group's capacity to wage large scale insurgency. This has led to an increase in the number of individuals leaving Boko Haram, either through voluntary surrender or via capture.

In August 2018, under the aegis of the AU and the LCB Commission, a Regional Strategy on Stabilization was endorsed. In Cameroon, while there is yet no national strategy on the management of persons formerly associated to the Boko Haram, a number of encouraging steps towards stabilization have been made in Cameroon. Surrendered have been observed in more than 5 municipalities along the border. The process however remains ad hoc. After screening, some are released and join their communities whereas others are kept in custody for further procedure. A growing number of women and children formerly associated to the groups are also returning and for the most part being allowed to re-integrate in their former communities.

Failure to address in a more systematic way the growing numbers of people in custody or surrendering, or to provide reliable, viable pathways out of the group will exacerbate the crisis by contributing to the arbitrary detention of civilians suspected of association, undermining the application of the rule of law, and reinforcing the perception that there is no way out of Boko Haram.

Moreover, the conflict has inflicted significant damages both to community services, as well as to the social bonds between groups. The return and reintegration of former Boko Haram associates must consider both of these challenges. Reintegration programmes should also include IDPs and returning refugees, the CJTF or “vigilantes” and other persons at risk of recruitment to avoid perceptions that former Boko Haram are receiving preferential treatment. Their reintegration will need to build on early recovery efforts as well as serve to promote reconciliation and social cohesion. Mainstreaming conflict prevention and peace-building in the return process will ensure that the return and reintegration process leverages the opportunities for strengthening peace and security in the process of rebuilding the Northeast.

Scope of the Consultancy

The present assignment will support the implementation of objective/output 3 of the initial phase of the Integrated Regional Stabilization of the Lake Chad Basin project funded by Germany: Reintegration of former fighters - former CJTF members/vigilantes and persons formerly associated with Boko Haram.

Under the direct supervision of the Senior Project Manager, supported by the National Experts, and in close coordination with the UNDP Global Focal Point on Reintegration based in the Bureau for Policy and Programme Support and development partners, the Consultant will carry out the following tasks:

- Support the governmental regional committee (at the Far North regional level) to draft a regional strategy on the DDR, stabilization/reintegration of elements formerly associated to Boko Haram
- Development of a draft policy for reconciliation and reintegration for Far North Region, to include consolidation of existing reintegration/community stabilization needs assessments; elaboration of an operational manual
- Production of Standard Operating Procedures (SOPs) for Community-Based Reintegration in liaison with authorities, IOM and any other actors;
- Engagement with local authorities and partner agencies to identify priorities for a joint recovery and resilience project benefiting the ex-associated Boko Haram based in Zamaï camp and in other communities throughout the region;
- Design and advise on implementation of pilot reconciliation activities in Zamaï and other relevant communities
- Support the drafting of a strategy for the transfer of vigilante committee members to municipality police
- Support fundraising, including through the development and drafting of project and funding proposal on stabilization for submission to donors

Methodology

The assignment will be carried out by the Consultant as follows:

- A desk review of all key documents
- One-on-one interviews with key informants
- Organization of workshops and focus groups discussion with relevant stakeholders
- Drafting of deliverables
- Review by the CO, UNDP/BPPS Global Reintegration Specialist and other DDR/Reintegration experts
- Strong collaboration with Nigeria CO
- Will work hand in hand with IOM to ensure complementarity with its experts in Yaounde and in Maroua.

Deliverables and timeline

The below table shows the planned deliverables for the consultancy and the estimated number of weeks assigned to each.

Deliverable	Estimated Working weeks
Developed a plan to support the governmental committee in charge of the DDR, mostly the RRR aspects of the Ex -Boko Haram elements in the Far North of Cameroon	2
Conceive and conduct consultation workshops with Government, NGOs, academia and other stakeholders on the DDR/DRRR of the Ex Associated to Boko Haram in coordination with IOM and other interested stakeholders	5
Draft a UNDP policy to support the government in implementing a DDR/DRRR starting from the advocacy phase	2
Draft the prodoc for Japan Supplementary fund submission	2
Draf R&R operational manual (based on existing first draft)	1
Develop project and funding proposals for a recovery, reconciliation and reintegration programme	1
Design and advise on implementation of pilot recovery, reconciliation & reintegration activities in the Far North or elsewhere	3

While the deliverables are presented in approximate chronological order, it is important to note that some of the deliverables will progress in parallel. The expectation, therefore, is that all deliverables are finalized by the end of the consultancy.

At the same time, in light of a constantly evolving situation on the ground, a potential need to adjust or change deliverables is recognized. This will be mutually agreed upon between UNDP and the consultant and documented in an exchange of emails.

Travel, Fee and terms of payment

The International Reintegration Consultant will be required to travel within Cameroon. If needed, she/he will be asked to travel to any other country of the lake Chad basin to liaise with UNDP staffs or other stakeholders.

Payments will be made against approved deliverables as follows:

1. First instalment upon approval of Deliverable 1 - 2
2. Second instalment upon approval of Deliverables 3 - 6

Approval of deliverables and accompanying products will be done by the Stabilization Senior Project Manager.

Competencies

Corporate competencies

- Demonstrates integrity by modeling the UN values and ethical standards
- Promotes the vision, mission, and strategic goals of UNDP
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability
- Treats all people fairly without favoritism
- Excellent analytical and organizational skills

Functional Competencies: Knowledge Management and Learning

- Promotes a knowledge sharing and learning culture in the office
- Has good knowledge of UNDP programme and operational issues
- Has knowledge of UNDP/UN policies and programme in crisis and post-crisis situations.

Management and Leadership

- Focuses on impact and results for the client and responds positively to feedback
- Ability to establish effective working relations in a multicultural team environment
- Excellent interpersonal skills
- Consistently approaches work with energy and a positive, constructive attitude
- Demonstrates strong oral and written communication skills
- Builds strong relationships with internal and external clients and partners
- Demonstrates capacity to communicate effectively; resource management; capacity to plan and organize programmes effectively
- Demonstrates resourcefulness, initiative and mature judgment

Qualifications

- Advanced university degree in economics, political science, sociology, international relations, anthropology, public administration, development studies or other relevant fields.
- A minimum of 10 years of progressively responsible experience working on DDR/reintegration and peacebuilding programmes, Early Recovery, including a significant period of time at the country level.
- Experience in designing comprehensive DDR/community-based reintegration programmes within broader peacebuilding and recovery frameworks and/or stabilization and preventing violent extremism frameworks.
- Knowledge of the United Nations Integrated Disarmament, Demobilization and Reintegration Standards (IDDRS, in particular programming aspects (pre-programme assessment, planning, design, implementation, monitoring and evaluation) and Reintegration.
- Excellent oral and written communication skills in English and French

1. EVALUATION PROCEDURE

- Provider assessment will be based on the cumulative analysis method (weighted scoring method). The contract is awarded to the candidate whose bid has been evaluated and determined as follows:
 - adapted/conformed/acceptable ;
 - Having received the highest score on the pre-established set of technical and financial criteria specific to this call for applications
 - Percentage of technical criteria: 70%; Percentage of financial criteria: 30%

Only candidates who have obtained a minimum of 70% success in the technical evaluation will be considered for the financial evaluation.

a Technical criteria - 70% of the total evaluation - out of 100 marks

Evaluation criterias	Marks	Total of marks (100)
Qualification and experience		
Experience in a global area of stabilization, peace consolidation, early recovery	<ul style="list-style-type: none"> ✓ Similar areas (25) ✓ others (10) 	25
10 years of experience at least in Demobilisation, Recovery, Reconciliation and Reintegration.	<ul style="list-style-type: none"> ✓ ≥ 4 years of experience in peace consolidation, DRRR; Early recovery especially reintegration (15) ✓ < 4 years of experience in the DRRR (10) 	15
Clarity and logic of the methodology	✓ Good presentation of methodology with a	15

	<ul style="list-style-type: none"> realistic chronogram (15) ✓ Presentation of the different tasks to complete during the consultation (7) 	
Experience in working in supporting state actors, UN and other stakeholders on drafting strategic and or official documents	<ul style="list-style-type: none"> ✓ 4 years of working experience in supporting the government, civil society, NGO in drafting strategic documents... (25) ✓ Less than 4 years experience (10) 	25
Academic background of the Consultant		
Advanced university degree in economics, political science, sociology, international relations, anthropology, public administration, development studies or other relevant fields.	<ul style="list-style-type: none"> ✓ Advanced University degree in cited areas (20) ✓ Diploma under Advanced University degree (3) 	20

a) Financial criterias – 30% of the total evaluation

The formula as follow will be utilised for the proposal evaluation

$P = y(\mu/z)$ within which:

P = Proposition submitted;

y = Maximum marks of the financial proposition;

μ = Amount of the cheapest proposition;

z = Amount of the proposition submitted for review;