

Job title: Expert, Community-Based Dispute Resolution, Inclusive Conflict Prevention and Peace Sierra Leone (national post)

Organization: Cordaid

Duty station: Freetown, Sierra Leone

Job type: Full-time

Reports to: Project Coordinator, Inclusive Conflict Prevention and Peacebuilding Sierra Leone

Cordaid in brief

Cordaid believes in a world without poverty and exclusion. We strive for just and sustainable societies where every person counts. We stand for knowledge and talent sharing between North and South, between farmers and businesses, between activists and policymakers. Where poverty, conflict and exclusion divide societies, we connect people and communities. We stand for professionalism, expertise and solidarity across borders. We aim to maximize our social impact and contribute to systemic change. We operate where natural disasters strike, where conflicts tear up communities and where lack of opportunities and service delivery keep families in extreme poverty.

Description of the project

Inclusive Conflict Prevention and Peace Sierra Leone is a project funded by the UN Peacebuilding Fund (UN PBF) that aims to *enable young women and men, organized through youth-led CSOs and CBOs and working in solidarity with older women and men, to foster more inclusive, gender-sensitive, and conflict-sensitive community-based dispute resolution (CBDR) mechanisms in rural and peri-urban Sierra Leone*. This headline goal will be achieved through: (1) equipping and mobilizing young people to identify and take action on key drivers of conflict, insecurity and injustice in their communities; (2) supporting and influencing CBDR mechanisms to adopt more inclusive, gender-sensitive, and conflict-sensitive practices, with specific focus on addressing needs of young women; and (3) enabling young people, working intergenerationally, to advocate for evidence-based conflict prevention policy and practice, and build trust with key conflict prevention stakeholders. The project will be implemented as a collaboration between Cordaid, a Dutch international humanitarian and development NGO, and Youth Partnership for Peace and Development (YPPD), one of Sierra Leone's leading youth organizations.

Job overview

Reporting to the Project Coordinator, the Expert will be responsible for delivery of project outputs related to strengthening the inclusiveness, gender-sensitivity, and conflict-sensitivity of community-based dispute resolution (CBDR) in Sierra Leone.

Key responsibilities

- Establish and maintain strong working relationships with CBDR providers at project sites, including customary actors (chiefs, faith leaders, etc.), local courts, District Security Committees, Local Police Partnership Boards, and others as deemed relevant.
- Work with youth-led partners to design and implement youth-led advocacy initiatives that will contribute to improving inclusiveness, gender-sensitivity and conflict-sensitivity of local CBDR, including through the design and implementation of community-based verification systems (“Responsiveness and Accountability Plans”)
- Train CBDR providers on adoption of inclusive, gender-sensitive, conflict-sensitive practices, and provide technical advice and counsel on strategic planning, external communication, conflict-sensitivity, and mediation practice, as needed.

- Support CBDR providers to establish codes of conduct, standard operating procedures, and protocols that entrench basic rights norms and standards, respect for jurisdictional boundaries and coordination, procedural safeguards, restorative justice principles (including non-financial reparation), and effective record-keeping.
- Support delivery of dialogues between youth and CBDR providers at community level
- Advise, as needed, national-level institutions that oversee or regulate CBDR on scaling-up successful practices from local level.
- Perform other tasks as directed by Project Coordinator.

Qualifications

- 8+ years of professional experience providing analysis and advice on conflict prevention, local governance, mediation, or other relevant topics in the Sierra Leonean context
- Superior diplomatic and verbal communication skills in English and relevant Sierra Leonean languages, and proven ability to navigate effectively and build multi-stakeholder partnerships involving grassroots and high-level stakeholders.
- Academic qualification in a relevant discipline (anthropology, development studies, economics, political science), ideally at graduate level
- Proactive, entrepreneurial, and effective in a fast-paced cross-cultural work environment
- Strong knowledge of governance arrangements in rural Sierra Leone, and established relationships with key actors such as customary authorities, a significant asset
- Experience working within the Caritas network an asset.

Salary

To be negotiated based on experience.

TO APPLY

Send your Cover Letter and CV by email to the Human Resource & Operations Manager at: jobs_sl@cordaid.org

Please address the Subject of your email as: **Expert - Community Based Dispute Resolution**

Only successful applicants will receive a response

DEADLINE FOR APPLICATIONS IS JANUARY 13th, 2021 @ 5PM

WOMEN CANDIDATES ARE STRONGLY ENCOURAGED TO APPLY



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