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CALL FOR APPLICATIONS

LEAD FACILITATOR – HAGE PEACE & LEADERSHIP TRAINING

HIIL Aid Organization

BRIDGES Project – Building Reconciliation and Peace through Inclusive Dialogue, Gender Equality, Sport and Protection of Cultural Heritage

Project: Empowering Youth for Peace Through Leadership and the Arts

Funded by: European Union

Granted by: CEFA – European Committee for Training and Agriculture

1. Background

HIIL Aid Organization invites qualified and experienced facilitators to submit applications for the position of **Lead Facilitator** for the **HAGE Peace & Leadership Training Program**, under Output 1, Activity 1.1 of the BRIDGES Project.

The training aims to strengthen the leadership, peacebuilding, conflict resolution, civic engagement, communication and advocacy capacities of young people while promoting meaningful and inclusive participation of women and girls, IDPs, minority groups and persons with disabilities.

2. Assignment Details

Item	Details
Position	Lead Facilitator – HAGE Peace & Leadership Training
Location	Galkayo, Somalia
Training Duration	3 days
Assignment Duration	4 days: 1 preparation day + 3 training days
Participants	20 youth participants – 10 male and 10 female
Inclusive Targeting	IDPs, minority-group members and persons with disabilities
Expected Training Dates	15–17 September 2026
Preparation Day	14 September 2026
Reporting To	Project Manager, HIIL Aid Organization

3. Main Training Areas

The facilitator will be expected to cover the following areas:

- Leadership development and leadership styles
- Youth and women's leadership
- Peacebuilding principles
- Conflict, violence and peace
- Positive peace and negative peace
- Conflict analysis and conflict resolution
- Negotiation and conflict mapping
- Communication and active listening
- Dialogue and community participation
- Advocacy and community mobilization
- Teamwork and civic engagement
- Action planning
- Identification of potential HAGE Youth Peace Ambassadors
- Personal leadership planning
- Training evaluation and reflection

4. Key Responsibilities

The selected facilitator will:

1. Prepare and submit a methodological note/technical sheet and training program before the training.
2. Prepare appropriate session plans.
3. Deliver the three-day power-point slides training using participatory and inclusive methodologies.
4. Facilitate presentations, group discussions, role plays, team-building activities, reflection sessions and practical exercises.
5. Ensure meaningful participation of women/girls, IDPs, minority groups and persons with disabilities.
6. Identify participants with strong leadership and community-engagement potential for consideration as HAGE Youth Peace Ambassadors.
7. Administer pre/post assessments and participant evaluation.
8. Maintain and submit a signed participant attendance sheet.
9. Submit a final training report to the HIIL Project Manager.

5. Minimum Qualifications and Experience

Applicants should demonstrate:

- Relevant academic or professional background in peacebuilding, social sciences, development, leadership, education, governance or a related field.
- Proven experience facilitating training for youth and/or community groups.
- Demonstrated experience in peacebuilding, leadership development, conflict resolution, civic engagement or related areas.
- Experience using participatory training approaches, including group discussions, role plays, practical exercises and reflection.
- Experience working with women, youth, IDPs, minority groups and/or persons with disabilities is an advantage.
- Strong communication, facilitation and reporting skills.
- Ability to work in an inclusive, respectful and conflict-sensitive manner.
- Availability for the full assignment in Galkayo.

6. Application Requirements

Interested applicants should submit **one application package** containing:

1. **Updated CV**
2. **Brief Technical/Methodological Proposal (1–2 pages)** explaining how the applicant proposes to deliver the three-day training.
3. **Financial Quotation** clearly indicating:
 - Proposed daily rate
 - Total fee for four days
4. **Confirmation of availability** for the assignment dates.
5. **At least two professional references**, where available.

Important: Applicants are **not required to prepare their own Terms of Reference**. HIIL Aid Organization provides the Terms of Reference, and applicants should respond to it through their CV, technical/methodological proposal and financial quotation.

7. Submission

Submission Email: info@hiilaid.org

Email Subject:

Application – Lead Facilitator, HAGE Peace & Leadership Training

Application Deadline: 12 September 2026, 12:00am

Only complete applications containing the requested documents will be considered.

HIIL Aid Organization reserves the right to verify the information and references provided by applicants.

Note payment will be made after submitting the training reports and the project manager approved.

HIIL Aid Organization
Galkayo, Somalia

Free Community Service