

TERMS OF REFERENCE

“Ceasefire and Transitional Security Arrangements Monitoring and Verification Mechanism (CTSAMVM)

Mission Analysis

Timeframe: *From July to September, 2020*

Mission Analysis Summary

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| Organization | Ceasefire and Transitional Security Arrangements Monitoring and Verification Mechanism (CTSAMVM) |
| Mission Analysis Period | April 2014 – March 31, 2020 |
| Evaluation Type | Mission Analysis |
| No. of working days | 30 working days (Over 2 months) |
| Mission Purpose | <p>The main objective of this mission analysis is to assess;</p> <ul style="list-style-type: none">- CTSAMVM’s capacity to respond and adapt to the fluid situation in South Sudan. The assessment will focus on its structure and management, and whether CTSAMVM and the preceding monitoring bodies undertook its tasks in line with the Mandate and expected outcomes.- how in light of the transitional phase are adaptation necessary. |
| Primary Methodologies | The methodology shall include but not be limited to interviews, desk review, site visits, and meetings, where possible, with stakeholders. |
| Target Group (s) and Partners | CTSAMVM, The Parties, South Sudanese People, IGAD-SSO, UNMISS, Civil Society Organisations, CTSAMVM Board, CTC, MVTs, Donors, AJMCC, JMCC, SDSRB, JDB, JTSC, RJMEC, IGAD Council of Ministers |
| Mission Analysis Start and End Dates | 30 day, From July to September 30, 2020 |
| Anticipated Mission Analysis Report Release Date | 30 th September, 2020 |

ACRONYMS

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|------------------|---|
| AJMCC | Area Joint Military Ceasefire Committees |
| AU | African Union |
| COH | Cessation of Hostilities |
| CSO | Civil Society Organization |
| ACOHA | Agreement on Cessation of Hostilities, Protection of Civilians and Humanitarian Access (21 December 2017) |
| CTSAMVM | Ceasefire and Transitional Security Arrangements Monitoring and Verification Mechanism |
| GRSS | Government of the Republic of South Sudan |
| IGAD | Intergovernmental Authority on Development |
| JMCC | Joint Military Ceasefire Commission |
| JMCT | Joint Military Ceasefire Teams |
| JMEC | Joint Monitoring and Evaluation Commission |
| JTSC | Joint Transitional Security Committee |
| MVM | Monitoring and Verification Mechanism |
| NCC | National Constitutional Conference |
| NSC | National Security Council |
| PCTSA | Permanent Ceasefire and Transitional Security Arrangements |
| SPLM/A-IO | Sudan People's Liberation Movement/Army- In Opposition |
| SSOA | South Sudan Opposition Alliance |
| R-ARCSS | Revitalized Agreement on the Resolution of the Conflict in the Republic of South Sudan |
| RJMEC | Reconstituted Joint Monitoring and Evaluation Commission |
| R-TGONU | Revitalized Transitional Government of National Unity |
| UNMISS | United Nations Mission in South Sudan |

1. BACKGROUND INFORMATION

Partner Country: Republic of South Sudan

Contracting Authority: Intergovernmental Authority on Development

1.1 Country Background

In December 2013, growing political tensions among key leaders in South Sudan erupted in violence, just three years after the country gained independence from Sudan in an internationally supported public referendum. The fighting, which occurred between forces loyal to President Salva Kiir and forces loyal to former Vice President Riek Machar, and among armed civilians, which further triggered humanitarian crisis with ...displaced from their homes. The legacy of prolonged conflict has led to a militarization of society, degraded traditional norms, and altered power dynamics. Violence against civilians by armed groups is prevalent and is widespread, and is a source of insecurity. This was aggravated by the proliferation of small arms in the hands of civilians leading to traditions of revenge and retaliation among communities, thus, rapid spirals of violence. The legacy of prolonged conflict has led to a militarization of society, degraded traditional norms, and altered power dynamics. On January 23, 2014, the Government of the Republic of South Sudan (GRSS) and the Sudan People's Liberation Movement/Army in Opposition (SPLM-IO) signed The Cessation of Hostilities (CoHs) Agreement that included the establishment of the Monitoring and Verification Mechanism (MVM).

The objective of the MVM was to monitor, verify, and provide site reports to the Intergovernmental Authority on Development (IGAD) Special Envoys on the Parties' compliance with the CoHs Agreement, and the subsequent cease fire Agreement signed between the two principals on May 9, 2014; including the requirements to protect civilians. The team's objective is to use discretion in deploying verification missions on the basis of credible information, complaints submitted by the Parties, and/or direct requests from the Special Envoys.

As an impartial and transparent mission, the MVM was focused on supporting efforts of the Special Envoy's effort to find peaceful and sustainable solutions to the crisis in South Sudan. In order to operationalize the MVM, the CoHs Agreement also provided for the establishment of Joint Technical Committee (JTC) and Monitoring and Verification Teams (MVT) under the framework of MVM. The Monitoring and Verification Teams were coordinated through MVM and will be overseen by a JTC, under the auspices of IGAD led mediation process. Accordingly, a Joint Technical Committee was been deployed to Juba, South Sudan to coordinate the Monitoring and Verification Teams in various locations across South Sudan. The composition of the JTC and MVTs was decided to comprise representatives from IGAD member countries, representatives of the parties i.e. GRSS and SPLM/A in Opposition and other partner countries.

In August 2015, the Government of the Republic of South Sudan and the SPLM-IO signed the peace agreement titled “the Agreement on the Resolution of the Conflict in the Republic of South Sudan” (ARCSS). The agreement, negotiated by the regional organization IGAD through a multi-stakeholder mediated process including civil society and other groups, committed the parties to a ceasefire and a broad 30-month plan for a transitional government to oversee major reforms including writing a new constitution and thereafter organizing elections. It is within the ARCSS framework, the MVM was renamed to the Ceasefire and Transitional Security Arrangements Monitoring Mechanism, and its mandate was expanded to include within its tasks the monitoring and verification of the ceasefire, transitional security arrangements, and cantonment plans per the agreement.

Despite both the SPLA and the SPLA-IO signing a peace agreement in August 2015, violence erupted again in July 2016 after an attack outside J1 where President Salva Kiir and opposition leader Dr. Riek Machar were meeting in Juba. The fighting spread throughout the city and subsequently led to many factions/rebel groups in the country who were either linked through strategic relationships, but are loosely integrated into the dominant competition between the government forces (SPLA) and opposition forces (SPLA-IO). The conflict therefore demonstrated a shift from the north/northeast area to the south and southwest over time and have changed the political geography of the country. Also, with the 28-32 states plan, it has created multiple new grievances, land disputes, resource access conflicts, and opportunities for politically connected agents.

1.2 Current Situation

In September 2018, the Incumbent Government of the Republic of South Sudan, the SPLM-IO, and other opposition parties signed a new peace agreement titled “The Revitalized Agreement on the Resolution of the Conflict in the Republic of South Sudan” (R-ARCSS). The R-ARCSS called for the restructuring and reconstituting of CTSAMM into the Ceasefire Transitional Security Arrangements Monitoring and Verification Mechanism (CTSAMVM), which would be responsible for the monitoring and verification of compliance and progress by the R-ARCSS signatories on the implementation of the Permanent Ceasefire and Transitional Security Arrangements (PCTSA). CTSAMVM is to report directly to the IGAD Council of Ministers and the Reconstituted Joint Monitoring and Evaluation Commission, and shall last for the duration of the Transitional Period.

However, the capacity and resources needed by the monitoring body (CTSAMVM) has not been clearly articulated in the R-ARCSS. It is therefore vital to strategically review the practicality of CTSAMVM in relations to its coping with the fluid situation in South Sudan.

The formation of the Revitalized Transitional Government of National Unity on 22nd February provides a big opportunity to restore peace and instability in South Sudan. Since the signing of the R-ARCSS, there have been relatively few reports of fighting or

active conflict between the warring parties. Although, there are still reports of violent - inter-communal clashes, cattle raids and revenge attacks, typically among youth in areas of greater Bahr el Ghazal, Lakes, Unity, Jonglei, Greater Upper Nile and Abyei, there is hope these conflicts will be brought to an end once government is established at the state levels.

2. CTSAMVM Mechanism Description

In accordance with Article 2.4.5 of Chapter II of the Revitalized Agreement on the Resolution of the conflict in the Republic of South Sudan (R-ARCSS), the Ceasefire and Transitional Security Arrangements Monitoring Mechanism (CTSAMM) was restructured and reconstituted in accordance with Article 11.2 of Part IV of the Cessation of Hostilities Agreement (CoHA) of 21st December 2017 into the Ceasefire and Transitional Security Arrangements Monitoring and Verification Mechanism (CTSAMVM).

Article 2.4.7 provides that “The CTSAMVM, including the national monitors, shall be responsible for monitoring, verification, compliance and reporting directly to IGAD Council of Ministers and the reconstituted Joint Monitoring and Evaluation Commission (RJMEC) on the Progress of the implementation of the PCTSA and shall last for the duration of the Transitional Period. It consists of the CTSAMVM Board and CTSAMVM Secretariat, both of which are chaired by a representative of IGAD.” Per Article 2.4.8 of Chapter II of the R-ARCSS, the CTSAMVM Board consists of 31 members, its Terms of Reference were adopted in 2019. The CTSAMVM Secretariat consists of over 155 CTSAMVM personnel from more than 16 different countries serving in various assignments within the CTSAMVM Secretariat in Juba or at one of the nine (9) Monitoring and Verification Teams (MVTs) located throughout the Republic of South Sudan.

3. Mission Analysis Justification

With the formation of the RTGoNU, the transitional phase of the agreement has started but many of the Pre-Transitional tasks are not completed. Moreover, the lack of provision of key information by the parties on their military set up (weapons, complete baseline/registration of armed combatants and their positions, and similar information) is diminishing the significance of the monitoring of the implementation of the different steps of the formation of the Necessary Unified Forces.

To address these challenges, there is a need to assess CTSAMVM’s operational capacity, strength and resources to respond to the changing context.

The main objective of this mission analysis is to assess if the operational structure and management of CTSAMVM (and preceding monitoring bodies) were in line with the Mandate and expected tasks and how in light of the transitional phase is adaptable to the changing context. The mission analysis will also establish the actual baseline: which

are the structures and operations, which have been put in place and modified since 2014 including evolution of numbers and set up/location of MVTs.

A consultant will be hired to carry out the mission analysis in an inclusive, transparent and participatory manner. The consultant will involve a broad range of partners and stakeholders at both national and sub-national levels. The findings of the analysis is expected to provide a broader evidence base, lessons learned and practical recommendations to inform on CTSAMVM's Operational Plan.

4. Mission Analysis Objectives, Scope and Questions

It is envisaged that the mission Analysis will provide input into the mission operational plans/tasks and positioning of the independent secretariat during the Transitional Period and support evidence-based programming. The consultant is expected to apply appropriate methodology for assessing principle cross-cutting elements of equity and vulnerability, gender equality and human rights.

4.1 Objectives

The Overall Objectives of the Mission Analysis are:

1. To assess whether the structure and management of CTSAMVM (and preceding monitoring bodies) were in line with the Mandate and expected tasks and the Operational Capacity.
2. Assess CTSAMVM's adaptability in light of the transitional phase
3. Broadened the evidence base, including lessons learned and practical recommendations, for input into the CTSAMVM Secretariat Operational and strengthening plan
4. Assess effectiveness of EU grant to the management of the mission and IGAD's role.

Specifically; the Mission Analysis seeks to achieve the following objectives;

- a) To provide an independent assessment of CTSAMVM's operational capacity and strength towards achieving its mandate, as well as its actual impact.
- b) Assess effectiveness of IGAD management of CTSAMVM in general and in the framework of the EU-IGAD grants, providing recommendations for new EU support to the Mission.
- c) Establish the actual baseline: which are the structures and operations which needed to be put in place and modified since 2014. This could include the evolution of number and set up / locations of MVTs.
- d) To draw key lessons from past and current operations and provide a set of clear and forward- looking options.

- e) Assess integration of Human Rights and Gender dimensions, of the 2018 R-ARCSS in CTSAMVM operations.

Four main audiences will utilize findings from this Mission Analysis:

- **CTSAMVM Secretariat** - To assess PCTSA achievement, draw lessons, generate knowledge, advocacy and make decisions regarding CTSAMVM functioning and general programming and strategic focus.
- **CTSAMVM board members and South Sudanese stakeholders** - Use findings as an advocacy tool to the government and other development practitioners,
- **CTSAMVM Secretariat donors** to assess program value and inform future funding decisions to CTSAMVM with specific focus on the EU support and grant
- IGAD, RJMEC, and other related stakeholders: Inform political support to the CTSAMVM, and future related follow up actions on CTSAMVM recommendations.

4.2 Geographic scope

The mission analysis is planned for 30 days and will primarily focus assessing CTSAMVM operational capacity, strength and ability to effectively and efficiently adapt to the changing context. The consultant will have to cover areas where to the changing context. The consultant will have to cover areas where CTSAMVM per its structure in the R-ARCSS, namely; Sector 1, Sector 2, Sector 3, Juba, Yei, Torit, Bor, Bentiu, Leer, Bunji Malakal, Wau, Aweil and Yambio

5 Questions

The consultant undertaking the mission analysis needs to understand the complexity of the situation in South Sudan and shall be guided by the following questions. She/he will be allowed to expand on the questions to gather information, but must be consistent with the questions below;

Relevance – Are the CTSAMVM structures supported by EU and other donors designed in a way that is relevant to achieve its mandate in the current security context?

Effectiveness - The extent to which the CTSAMVM structures and inputs achieved the outputs expected and were the outputs correctly defined.

Efficiency - In terms of how funding, personnel, administrative arrangements, time and other inputs contributed to, or hindered the achievement of results.

Sustainability – South Sudan: How can CTSAMVM contribute to improved accountability and transparency of national security mechanisms?

IGAD- How can future possible monitoring mechanisms benefit from this learning?

Coordination - The extent to which CTSAMVM is coordinating with other Implementing mechanisms and partners, particularly in the event of potential overlaps.

Key mission analysis questions to be asked should include the following:

a) Relevance:

- Where the CTSAMVM structures which are supported by EU and other donors in line with PCTSA requirements and priorities, targeting the right areas, parties with the right information? Were the interventions in line with PCTSA plans/strategies?
- Did the process of restructuring the CTSAMVM adequately enlist the participation of all key stakeholder groups besides SPLA/SPLM/A-IO, SSOA, FD, OPP and other stakeholders?
- What measures were put in place to ensure that the CTSAMVM Board members, IGAD com and RJMEC Were adequately informed of the violations of the PCTSA and their roles in it?
- Where the CTSAMVM Board roles in line with PCTSA priorities and what has been its role? What should be improved?
- Did the activities contribute to the outcomes and the objectives of the PCTSA? Were there gaps in the CTSAMVM Mandate (cessation of hostilities, Humanitarian Action and protection of civilians?) if yes, what are they and what more or different could CTSAMVM, donors and other stakeholders do to address the problem?
- Human Rights and Gender mainstreaming: To which extent did the mechanism succeed in including a gender perspective and a human-rights approach?

b) Efficiency:

- How and to what extent has the IGAD and CTSAMVM made use of its funding, personnel, administrative arrangements, time and other inputs to optimize achievement of results described in the R-ARCSS?
- To what extent did the intervention mechanisms (execution/implementation arrangements; joint programme modality) foster or hinder the achievement of the programme outputs, including those specifically related to PCTSA and advancing gender equality and human rights dimensions? Did the parties adhere to the ACOH and R-ARCSS? How effective is the current structure of CTSAMVM in addressing its challenges?

c) Effectiveness:

- To what extent did the interventions of CTSAMVM in all programmatic areas contribute to the peace process of South Sudan achievement of planned results (outputs and outcomes). Did the MVTs locations respond to the needs, what was the rationale for the number/location, and why was it changed and should it further be changed?
- Were the planned geographic areas successfully reached? Were planned activities implemented effectively to achieve maximum benefit within the context; including monitoring, verification, investigation, patrols etc.?
- What level of technical support did CTSAMVM secretariat receive from the IGAD - SSO, donors, RJMEC as well as UNMISS technical teams towards improving the

quality of reporting on the implementation of the PCTSA? Was this being adequate? Does the equipment need reorienting or integration given the evolving context?

- How effective was the Secretariat in providing feedback in relation to violation of the PCTSA? What actions has been taken by IGAD, RJMEC, and the Parties as a result of CTSAMVM report? What kind of support CTSAMVM has received from these political actors?
- The effectiveness of the CTSAMVM's mandate in implementing the gender dimensions of the PCTSA – achievements, gaps, lessons
- What are the key lessons learnt and best practices that can contribute to knowledge base of the and partners and be applied in future programme and policy development?

d) Sustainability and Connectedness:

- South Sudan: How can CTSAMVM contribute to improved accountability and transparency of national security mechanisms?
- IGAD- How can future possible monitoring mechanisms benefit from learning?
- How the CTSAMVM Secretariat ensured the CTSAMVM independence and how did it manage its relations with the Parties.
- How did the CTSAMVM relate with other partners mechanisms or stakeholders? What were the challenges in working with other partners or stakeholders? How did the CTSAMVM try to address these challenges?
- Role of international community in supporting the mission logistical arrangements.

Furthermore, the consultant will also investigate:

1. Was/Is CTSAMVM carrying out its mandate in line with the set PCTSA/R-ARCSS priorities/plans?
2. How cost effective is CTSAMVM's management structure to its operations?
3. Is achieved results consistent/reasonable with the available resources and timely?
4. To what extent has CTSAMVM achieved/is achieving its objectives in the midst of the fluid situation in South Sudan? Explain how and why?
5. How will CTSAMVM benefit from the fluid situation in South Sudan?

6 Scope of Work/Methodology

The consultant will adopt an inclusive, transparent and participatory approach, involving a broad range of partners and stakeholders at both national and sub-national levels. The Consultant is expected to use the Snow Man's model of mission analysis.

The methodological design needs to include a mix approach (qualitative and quantitative approach) and will consider an analytical framework; a strategy for collecting and analyzing data; specifically, designed tools; an analysis matrix; and a detailed work plan. The consultant will develop the evaluation approach and methodology, including corresponding tools for collecting data. The limitations imposed by the COVID19-related regulations in South Sudan and elsewhere should be considered when planning the work and mission analysis' modalities.

The CTSAMVM Mission Analysis process will involve four key phases of implementation. These are;

1. Phase 1: Literature Review and Analysis
2. Phase 2: Field mission analysis and data collection
3. Phase 3: Data Analysis and report writing
4. Phase 4: Dissemination of report findings

a. Phase 1: Literature Review and Analysis

The mission analysis Consultant conducts a literature review and analysis of existing relevant literature. The literature review should set the stage for the field data collection phase and highlight some of the general findings including shortcomings and gaps in reviewed literature.

The literature review should result in the refining of the mission analysis methodology, analysis questions and data collection tools. It should also refine the selection of sample geographical or MVTs case study cohorts whilst ensuring a diversity of MVTs practices. An inception meeting will be organized with CTSAMVM/IGAD, EU and other Donors and presentation of the Inception report.

b. Phase 2: Field mission analysis and data collection

The Consultant will use both qualitative and quantitative methods for data collection, including document review, group and individual interviews, focus groups and field observations as appropriate. The mission analysis will consider both secondary and primary sources for data collection.

Secondary sources will inform the desk review that will focus primarily on Violation reports, Board meeting minutes, CTC Meeting Outcomes, progress reports, monitoring data gathered by the MVTs and the sector teams. Primary data collection will include semi-structured interviews at national and sub-national level with beneficiaries, government officials, representatives of implementing partners and civil society

organizations including interviews with EU counterparts (EU DEL to SS and EU HQ that are involved in the support and management of the EU-IGAD grant.

Field visits will be conducted on sample basis during which focus group discussions will be conducted with beneficiaries and observations will provide additional primary data. The Consultant will be required to take into account ethical considerations when collecting information. The consultant would in principle travel to South Sudan for meetings with stakeholders at national and sub-national levels if the evolutions of the COVID19-regulations would make this option cost-efficient. The proposed field visit sites, stakeholders to be engaged and interview protocols will be outlined in the inception report to be submitted by the management team.

Phase 2 Deliverables include;

- Revised methodology and data collection tools, which could include a fine tuning of the questions etc.; be presented, discussed and validated.
- Fieldwork implementation plan (include logistics)
- Presentation of preliminary field works findings to the CTSAMVM Secretariat, the EU and other selected stakeholders

c. Phase 3: Data Analysis and report writing

The Consultant will use a variety of both quantitative and qualitative methods to ensure that the results of the data analysis are credible and evidence-based. The analysis will be made at the level of programme outputs and corresponding components and their contribution to outcome level changes. The Consultant is expected to ensure that

- All findings and conclusions are substantiated by evidence
- Bases for interpretations and conclusions are carefully described
- Analyses are presented against the evaluation questions and objectives
- Analysis is transparent about the sources and quality of data
- Results are disaggregated by different target groups, including region, age and sex where applicable and feasible
- Analysis presented against contextual factors.

The CTSAMVM and partners will establish a Reference Group to provide feedback and input into the Inception and final Mission report.

Phase 3 deliverables include;

- Final approved report (Ready for printing and Publication), including a 2-page executive summary. The report will also provide three 2-3-page MVT case-studies that can serve as inspirational examples of women's participation in monitoring and verifying the PCTSA
- Presentation of final report to the CTSAMVM and EU for validation and approval

- Incorporation of comments

d. Phase 4 – Dissemination

This phase will focus on sharing the overall mission analysis findings with the CTSAMVM broader stakeholders both at CTSAMVM board level, and RJMEC level, namely but not limited to:

- Presentation to CTSAMVM board members and RJMEC, IGAD-SSO, donors and select stakeholders, on distance communications platform if needed
- Presentation and panel discussions at CTSAMVM MVT sites and partners in selected states.

Phase 4 deliverables

- Activity reports for each dissemination activity

Limitations to the methodology

The Consultant will identify possible limitations and constraints during the data collection phase and present mitigating measures in the draft report

7 Mission Analysis Quality Assessment Checklist

Structure and Clarity of the Report: To ensure report is user-friendly, comprehensive, logically structured and drafted in accordance with international standards.

Executive Summary: To provide an overview of the Mission Analysis, written as a stand-alone section including key elements of the evaluation, such as objectives, methodology and conclusions and recommendations.

Design and Methodology: To provide a clear explanation of the methods and tools used including the rationale for the methodological choice justified. To ensure constraints and limitations are made explicit (including limitations applying to interpretations and extrapolations; robustness of data sources, etc.)

Reliability of Data: To ensure sources of data are clearly stated for both primary and secondary data. To provide explanation on the credibility of primary (e.g. interviews and focus groups) and secondary (e.g. reports) data established and limitations made explicit

Findings and Analysis: To ensure sound analysis and credible evidence-based findings. To ensure interpretations are based on carefully described assumptions; contextual factors are identified; cause and effect links between an intervention and its end results (including unintended results) are explained.

Validity of conclusions: To ensure conclusions are based on credible findings and convey evaluators' unbiased judgment of the intervention. Ensure conclusions are

prioritized and clustered and include: summary; origin (which evaluation question(s) the conclusion is based on); detailed conclusion.

Usefulness and clarity of recommendations: To ensure recommendations flow logically from conclusions; are targeted, realistic and operationally feasible; and are presented in priority order. Recommendations include: Summary; Priority level (very high/high/medium); Target (administrative unit(s) to which the recommendation is addressed); Origin (which conclusion(s) the recommendation is based on); Operational implications.

7.1 Specific Key Deliverables

All deliverables are to be submitted to Senior Program Officer – CTSAMVM, South Sudan Juba in English, electronically and in hard copy format (3 copies). Deliverables include:

- **Inception Report** of maximum 20 pages to be produced after one (1) week from the start of the analysis. In the report the contractor shall describe e.g. explaining the methodology, work programme and timetable for the Analysis, initial findings, progress in collecting data, any difficulties encountered or expected in addition to the work programme and staff travel. The contractor should proceed with his/her work unless the contracting authority sends comments on the inception report
- **Draft final report** of maximum <40> pages. This report shall be submitted no later than two weeks before the end of the period of analysis of tasks.
- **Final report** with the same specifications as the draft final report, incorporating any comments received from the parties on the draft report. The deadline for sending the final report is <21> days after receipt of comments on the draft final report. The report shall contain a sufficiently detailed description of the different options to support an informed decision on laws/Acts reviewed. The detailed analyses underpinning the recommendations will be presented in annexes to the main report. The final report must be provided along with the corresponding invoice. A final report submitted at the end of mission analysis shall have a maximum of 60 pages.

Submission and approval of reports

The report referred to above must be submitted to the senior programme officer identified in the contract. The Senior Programme officer is responsible for approving the reports.

7.2 Budget

Funding for this Consultancy is from the European Union and Norwegian Embassy.

8 Required Skills and Experience

Education:

- Advanced University degree (Masters degree) or equivalent from a recognized University in political science, sociology, international relations, international economics, law, public administration, or other related social sciences. Preferably PhD.

Experience:

- At least 10 years of progressively responsible experience in conflict analysis, policy, and strategy development, development and/or conflict prevention in a governmental, multilateral or civil society organization;
- Experience in developing advocacy strategies and public speaking highly desirable;
- Experience in assessing regional organizations and/or peace support operations
- Prior experience in the East Africa Region highly desirable.
- International peace building experience and multi-cultural exposure
- Extensive experience in research on peace processes
- A proven policy, advisory and advocacy experience and track record of engagement with senior levels of governments and donors

Skills and competencies:

- Sound skills and demonstrated experience in facilitation, consensus-building, multi-stakeholder processes and revitalization of peace agreement
- Familiarity with political analysis and peace process revitalization process issues (planning, design of table and agenda, engaging excluded groups);
- Communication and writing skills
- Reporting skills
- Ability to be an effective team member.
- Ability to adapt to changes in the external environment and organization.
- Good organizational skills.

Good interpersonal skills, with the ability to interact effectively at various social levels and across diverse cultures;

Language Requirements:

- Fluency in both written and spoken English.
- Knowledge of French and Arabic will be an added advantage.

9 Remuneration and Duration of the Contract

The duration of the mission analysis process will not be more than ninety (30) days

Payment of fees will be based on the delivery of outputs, as follows;

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| Upon approval of the design report | 20% |
| Upon Satisfactory contribution to the draft Mission Analysis Report | 40% |
| Upon satisfactory contribution to the final Mission Analysis Report | 40% |

9.1 Institutional arrangement and specific facilities to be provided by the contracting authority

- The consultant will make use of the CTSAMVM and is expected to use their own laptop and cell phone;
- Where possible and with prior arrangement, the CTSAMVM and IGAD SSO will provide logistical support including but not limited to facilitating flight and hotel bookings and in mobilization.

9.2 Evaluation criteria:

- Offers received will be evaluated using the following procedure, where the qualifications and proposed methodology will be weighed at 70% and combined with the price offer, which will be weighed at 30%.

How to apply

- Interested applicants are required to submit their Financial and Technical Proposals online using this e-mail address; email: recruitment@igad.int
The Application due date is June 20, 2020 with the subject REF: 06/2020 Mission Analysis- CTSAMVM.

Candidates must forward:

- 5 pages (max) letter of motivation indicating the consultants' suitability for the assignment and match with previous work experience, qualifications etc.
- The technical proposal should detail how the mission analysis consultant has understood the assignment and how they plan to conduct the action review.
- A financial offer with a detailed budget
- How the team will be composed and the division of work between team members
- Discussion of the work methodology it will use
- Draft work plan and suggested timetable

- Economic offer and budget broke down.
- Provisional availability to fulfill the consultancy as per the timeframes indicated in these Terms of Reference.
- Professional profile of the evaluating team/ company (CVs of all individuals included in
- the consultancy team)
- The duration of the mission analysis process will not be more than ninety (30) days

Annex: Document:

CTSAMVM will make available the following documents to the consultant:

- The structure of the CTSAMVM, including Secretariat, CTC and Board
- Transitional Period Tasks and Priorities
- Project Proposals (inclusive of log frame, M&E Plan, budget etc.)
- CTSAMVM Organogram
- Status of Mission Agreement (SOMA)
- Standing Operating Procedure (SOP)
- Signed Contracts/agreements between CTSAMVM and donors
- Annual Narrative Reports
- DSR, weekly and monthly reports
- CTSAMVM violation report,
- Audit and compliance reports
- Cessation of Hostilities Agreement of 23 January 2014 (COH or COHA)
- Chapter II (Permanent Ceasefire and Transitional Security Arrangements) of Agreement on Resolution of the Conflict in the Republic of South Sudan of 17 Aug 15
- Agreement on Cessation of Hostilities, Protection of Civilians and Humanitarian Access of 21 December 2017 (ACOH)
- Khartoum Declaration of 27 June 18; - Agreement on Outstanding Issues of Security Arrangements of 6 July 2018
- Revitalized Agreement on the Resolution of the Conflict in the Republic of South Sudan of
- 12 September 2018 (R-ARCSS).
- CTSAMVM Website
- RJMEC Website

Enquiries regarding the expression of interest/proposal process may be directed to Musoke, George – Senior Program Officer CTSAMVM; Email: george.musoke@igad.int