



## Terms of Reference

### The Lebanese Center for Human Rights

#### Trainer Consultant on Safe Dialogue and Public Speaking

#### **BACKGROUND:**

The Lebanese Center for Human Rights (CLDH) is a local non-profit, non-partisan Lebanese human rights organization based in Beirut. CLDH was created in 2006 by the Franco-Lebanese Movement SOLIDA (Support for Lebanese Detained Arbitrarily), which had been active since 1996 in the struggle against arbitrary detention, enforced disappearance, torture, and the impunity of those perpetrating gross human rights violations.

CLDH monitors the human rights situation in Lebanon, fights enforced disappearance, impunity, arbitrary detention and racism and rehabilitates the victims of torture. CLDH regularly organizes press conferences, workshops and advocacy meetings on human rights issues in Lebanon and collects, records and documents human rights abuses in reports and press releases. CLDH team on the ground supports initiatives aimed at determining the fate of all missing persons in Lebanon.

CLDH regularly follows up on numerous cases of arbitrary detention and torture in Lebanon in coordination with Lebanese and international organizations, and with the United Nations Working Group on Arbitrary Detention WGAD and the UN Special Rapporteur on Torture. CLDH currently has 4 offices: Dora, Baouchrieh, Bekaa, & Tripoli.

#### **Project Profile – “Safeguarding Human Rights Amid Crisis in Lebanon”:**

Amid the crisis, Lebanon has witnessed an increase in human rights violations specifically towards the most vulnerable groups and individuals. Through promoting a culture of human rights and increasing knowledge and skills on how to tackle these issues, CLDH is delivering a 24-month project to promote a human rights culture in Lebanon and enable victims of human rights violation to become actively engaged in policy reform and public awareness. This project is funded by the United Nations Democracy Fund (UNDEF).

The expected impact will be achieved through three main outcomes:

1. Monitoring, documentation, and reporting of cases of Human Rights violations in the Lebanese crisis has increased to reach a wider external audience;
2. Support to victims of human rights violations has increased to enable them to become human rights advocates;
3. A culture of human rights amongst young political parties' members, students and community leaders is increasingly developing.

As part of its ongoing monitoring of human rights violations, CLDH will resort to documenting all data and information on human rights violations to build a database that can help analyze data, have a better understanding of patterns, and develop response strategies.

On another level, survivors of violations will go through an empowerment program led by the case workers depending on the case, that will act as a support system to later act as agents of change. CLDH will on one hand engage key groups and individuals through universities, political parties, and other relevant platforms by delivering awareness sessions to increase their knowledge on human rights issues, and on another hand through several trainings to address these violations in technical manners bringing this issue closer to students of relevant topics and professionals who can bring positive changes to this context.

The direct target audience includes donors, embassies, journalists, monitoring bodies, national and international NGOs receiving human rights briefs from CLDH, survivors of Human Rights Violations, Senior Law students, activists, and members of political parties.

By contributing to the promotion of a human rights culture, relevant groups will become more engaged in addressing the violations, and the public will become more aware of its rights, which as a result will enhance the human rights context and the lives of the most vulnerable.

The project is implemented at a national level in Lebanon, with the services delivered in CLDH four centers located in BML, North and Bekaa.

### **Job Profile:**

Among CLDH's beneficiaries, five survivors of human rights violations will be selected to participate in the lobbying and policy reform activities which include roundtable discussions and lobbying meetings. As a preparation phase and to strengthen their capacities, these selected survivors will participate in a series of trainings provided by CLDH team, including this training on safe dialogue and public speaking to participate in the roundtable discussions and meetings with stakeholders.

The Trainer Consultant will prepare material and tools, deliver training sessions, evaluate the outcomes, and provide a comprehensive report about the whole activity.

The Trainer Consultant directly reports to the Deputy Programs Manager, as part of the Capacity Building Component (BRIDGE).

### **Duties and Responsibilities:**

Primary responsibilities include but are not limited to the following:

- Design and prepare the training content, schedule, materials and evaluation tools (Pre and post test) (5 days)

- Conduct a 2-day training course on safe dialogue and public speaking to 5 selected survivors of Human Rights violations to enable them to participate actively into roundtables and meetings with stakeholders;
- Evaluate the training outcomes and draft the activity report (3 days)

#### **Deliverables:**

- A detailed training outline and schedule, including the topics to be covered in each session.
- Training materials, handouts, and resources for participants.
- Interactive training sessions, including practical exercises.
- Pre- and post-training assessment and training evaluation to measure the effectiveness of the program.
- A comprehensive report including the outcomes & recommendations for further improvement.

#### **Education:**

- University Degree in Psychology, Communication studies, Education, Literature or similar fields.

#### **Qualifications:**

- Experience as a public speaking trainer or facilitator, with a track record of successful training sessions;
- Ability to tailor training programs to meet the needs of diverse audiences, considering different skill levels and backgrounds;
- Ability to provide constructive and actionable feedback to help speakers improve their public speaking skills;
- Sensitivity to cultural differences and an ability to address diverse audiences with respect and understanding;
- Proficiency in Microsoft Office;
- Advanced organization and time management skills;
- Excellent reporting skills;
- Fluent in Arabic and English, both spoken and written.

**Location:**

The Trainer Consultant can work remotely for the phases of “preparation” and “evaluation” of the training, while the sessions are conducted in-person in the designated location that will be communicated as soon as possible.

**Work schedule:**

The Consultancy is intended to last for the duration 10 working days.

**Application:**

Interested individuals are requested to submit their **detailed proposals including the proposed training methodology and approach, expected remuneration, CV, & Cover letter** by, April 11,2024 to [recruitment@cldh-lebanon.org](mailto:recruitment@cldh-lebanon.org) indicating in the subject line “**Trainer Consultant on Safe Dialogue and Public Speaking**”. E-mails with no subject lines will be disregarded.

The interview process will be ongoing and might end upon receiving a qualified candidate for the position.

Only shortlisted candidates will be contacted.

Applicants who have a personal relationship/association with a CLDH staff member are required to declare it in their email application.