

Terms of reference : Community Based Reintegration Specialist

Job Title: Reintegration Specialist

Location: Bangui, Central African Republic.

Reporting to: Project Manager

Contract type: Consultancy

Duration: 12 months

Salary: (TBD)

1. About Conciliation Resources

Conciliation Resources is an international organisation committed to stopping violent conflict and creating more peaceful societies. For 30 years we have worked with people impacted by war and violence, bringing diverse voices together to make change that lasts. We take what we learn to government decision-makers and others working to end conflict, to improve peacebuilding policies and practice worldwide. See our [Strategic Plan 2026-2030](#) for more details.

Conciliation Resources has been working with partners in the Central African Republic since 2010. Through this work we have identified the need for community-based reintegration of ex-combatants and vulnerable individuals to take into account gender, psychosocial support, and livelihoods.

2 The East and Central Africa Programme

Conciliation Resources' East and Central Africa Programme (ECAP) has been working towards a non-violent end to conflict in the East and Central Africa region, in particular the Central African Republic, Democratic Republic of Congo (DRC), South Sudan and Uganda since 2006. In CAR since 2010, Conciliation Resources' programmes have focused on strengthening local peace mechanisms, integrating mental health in peacebuilding, promoting inclusion in local and national peace processes (special focus on promoting young people's role in peacebuilding), linking local and national peace processes and reconciliation, and reintegration of ex-combatants and vulnerable individuals into communities. Conciliation Resources' work is guided by our long-term partnership approach, which seeks to accompany local civil society organisations. Conciliation Resources has a small satellite office in Bangui. The Bangui satellite office is supported by other ECAP team members based outside of CAR, Africa Department team based in Nairobi and the London team.

2. About the project

In collaboration with its partners, Conciliation Resources is implementing an EU-funded project, *Joining the dotted lines: Community-based reintegration of at-risk youth and women, returnees from armed groups in the CAR*. The project is running from February 2026 to June 2027. The project aims at reintegrating young men and women affected by conflict into society, contribute to peace, resilience and stability in the CAR. The target groups are youth that are facing **intersecting vulnerabilities**, including : i) Young people who have self-demobilised from armed groups but are ineligible for the formal DDR and are not considered by CVR ; ii) 'At risk youth' who haven't joined armed groups but are facing tough economic choices, and limited livelihood options, and might be at risk of manipulation. The project will take a

community-based approach working on four interlinked thematic areas: reintegration of ex-combatants and at-risk youth, gender, psychosocial support and livelihoods.

The project will work with community groups, local, prefectural and national authorities, women groups, formal and informal youth groups, and producer groups. The project will take a community based, gender transformative and conflict sensitivity approach in all the strands and activities- including: market-based livelihood opportunities, community action plans targeting reintegration of ex-combatants including provision of psychosocial support; working on gender norms and dialogue. The project has a strong component of generating evidence and learning that will enhance policy and practice.

The consultant will work with a wide range of stakeholders including producer organisations, formal and informal women and youth groups, traditional and religious leaders, community leaders and local chiefs, authorities at the local, prefectural and national level and other stakeholders in the DDR/CVR.

Conciliation Resources is recruiting a Community Based Reintegration Specialist that will provide technical support to Conciliation Resources for a period of twelve months. The project is implemented in Bossangoa and Bangui.

3. Tasks

Conciliation Resources is looking for an individual consultant to undertake the following tasks:

1) Refine gender-sensitive market-based needs assessment

This activity will be implemented in consultations with CR, partners, others stakeholders in the DDR processes and communities. It will build in on the work undertaken by Conciliation Resources in 2025 that noted that Shea butter and honey have the potential to transform the livelihoods of communities including ex combatants and at-risk groups. The consultant is expected to further refine the youth-led inclusive market and value chain needs assessment that will identify locally viable business opportunities in the shea butter and honey value chains and the number of individuals interested in each aspect of the value chain. The consultant will tap into previous experiences working on income generating activities within similar reintegration focused projects. The assessment will need to be gender sensitive and detail the needs for different groups targeted.

Expected deliverable:

- Produce a youth-led inclusive market and value chain needs assessment that identifies locally viable business opportunities in the shea butter and honey value chains and which maps the number of individuals interested in each aspect of the value chain.

2) Prepare training material and assist in the delivery of the gender-sensitive and market aligned vocational training

This activity will include working with existing structures such as producer groups, women's groups, youth groups, CMOP and CLPR, etc to develop training materials and assist in the delivery of the training. The consultant will bring in a reintegration lens to support the delivery of the training, and assist in the involvement of young people in the existing cooperatives / associations. We will work with identified honey and shea butter producers associations to provide tailored training to the 200 targeted youth.

Expected deliverables:

- 200 young people trained in shea butter, honey production and other locally available and environmentally-friendly products.
- 200 young people newly involved in existing cooperatives / associations for shea butter and honey production.
- Continuous accompaniment and technical support to target groups through monitoring missions, mentorship and dedicated peer support to young women.

3) Support the development and implementation of 8 joint local actions plans targeting ex-combatants, at risk groups and community members

Informed by the needs of communities (1), support communities to develop community action plans responding to these needs, and assist in their submission to and approval by the community members. The local action plans will address local conflicts, support community-based reintegration of ex-combatants and at-risk youth. The action plans will be at the nexus of livelihoods, reintegration, and peacebuilding, and will take into account the gender sensitive needs assessment developed at the beginning of the project. The consultant will work with partners and communities to develop comprehensive community-based reintegration (CBR) strategies, action plans, and standard operating procedures (SOPs) in line with local contexts, national guidance and best practices on DDR.

Expected deliverables:

- 8 LAPs developed and implemented efficiently

Other key considerations

- Alignment with organisational and donor requirement - The process of undertaking the assignment will be incremental. Therefore, the consultant is expected to work closely with Conciliation Resources staff, partners, communities, and other stakeholders in the DDR process- ensuring regular coordination, communication and joint learning. This will include but not limited to: ensuring that the programmatic, financial, administrative and technical aspects of the tasks are in line with the organisation's policies and procedures as well as relevant donor requirements.
- Ensuring coherence across the tasks and the project - Working very closely with the rest of ECAP team, ensure that there is coherence across the three tasks and other strands of the project in the support of community-based reintegration of ex-combatants and at-risk youth, psychosocial support, gender and livelihoods and that the target groups are easily identifiable.
- Ensure that there is a coordinated approach - with Government officials (at local, prefectural, and national level), the UN, private sector, and communities - to align project activities with broader peacebuilding, CR partnership strategies and DDR efforts in the CAR
- Continuously update the existing contextual analysis- in the process of undertaking the tasks, the consultant is expected to capture evolving context and feed the developments to CR and partners. This will include, but not limited to attending some of the coordination and harmonisation meetings, and meetings with key stakeholders.
- Ensure proper documentation of contacts and information digitally, helping to maintain efficient electronic systems, and sure that the information collected is fed into the organisation wide administrative systems;

- Support the Monitoring and Evaluation processes - Ensure that the MEL systems capture all aspects of the project. This will include working with the Conciliation Resources MEL team, the ECAP team to contribute to data collection, outcome harvesting, contribute to and input into progress reports, take part in regular feedback meetings and ensure that the learning from the project feeds into the design of projects and activities aimed at strengthening the work of Conciliation Resources and its partners in the Central African Republic.
- Work with CR colleagues, partners and community members to design training tools, with sensitivity to the context, to gender issues and needs identified.
- Support to partners in producing regular reports from activity reports to monthly and quarterly reports, and in refining their MEL strategy. This will require regular visit to partners and regular-hand-on support.
- Contribute to fostering a positive and constructive team environment within the ECAP team, and support effective collaboration with the department and other teams in Conciliation Resources and partners.
- Ensure that all participating parties adhere to Conciliation Resources' policies, including , keeping people safe, Programme Security Plans, among others. At all times, consider the security implications of any actions (programme, publications, trips activities) for partners, community and target groups.
- Work with our communications team and ECAP to develop conflict-sensitive communications material related to Conciliation Resources work, including updating relevant programme and impact sections of the Conciliation Resources website.

Methodology

The desired methodology for conducting the above tasks will be mixed methods and is expected to include key informant interview, Focus Group Discussions with ex-combatants and at-risk groups and communities, business survey with vendors, and working sessions with key stakeholders among others.

The design and implementation of the tasks must include do-no-harms principles, conflict and gender sensitivity, and ensuring that gender equality and inclusion are upheld at all times. The consultant must also ensure that the methodology adopted prioritises participants safety.

Detailed methodology will be developed after selecting the candidate, and providing the selected candidate with programme documents- including the project document, CR policies such as keeping people safe, programme security plan , among others. The selected methodology/ methodologies must be : a) Consistent with CR policies, b) create coherence across all aspects of the project, c) be feasible- given the context, available resources, and timeframe of the project.

Administration and consultancy management

Reporting

The consultant/s will be contracted by Conciliation Resources and report to the Project Manager based in Bangui with regular briefing to the East and Central Africa Programme Director and other colleagues in the team. They will work closely with the MEL team and programme team in Bangui throughout this consultancy.

Invoicing

Payment will be made monthly upon presentation of invoices, indicating the deliverables of that particular month. If needed, a different payment schedule can be agreed with Conciliation Resources at the beginning of the contract. All agreed local travel expenses related to the consultancy will be covered by Conciliation Resources using the normal procedures of staff and consultants travel.

Security and safeguarding

In the course of their work, the consultant must consider their own safety and the safety of others, ensuring they abide by Conciliation Resources' Keeping People Safe Policy and the Programme Security Plan. In particular the consultant shall keep do no harm and conflict sensitivity principles during the course of the consultancy. If the consultant hears or sees anything that does not look right, they should raise a protection or safeguarding concern by emailing safeguarding@c-r.org.

Gender equality and diversity

The consultant must demonstrate a commitment to gender equality, diversity and inclusion, including a respect for diverse cultures and ways of working and adhere to CR's equality, diversity and inclusion policy.

Consultant/s Specification

Essential

- Experience of implementing, researching or evaluating projects focusing on community-based reintegration of ex-combatants and vulnerable groups, on DDR, on livelihood opportunities in fragile contexts, peacebuilding, mediation or conflict resolution projects
- Deep knowledge of Disarmament, Demobilisation and Reintegration principles, particularly community-based reintegration of ex-combatants and vulnerable individuals in the Central African Republic
- Ability to mediate conflicts, de-escalate tensions and facilitate dialogue in volatile contexts
- Strong written and verbal communication skills, including report writing and the ability to convey information to varied stakeholders
- Capability to analyse local contexts, economic trends and labour market opportunities
- Experience in working with confidentiality with people and communities affected by conflict and trauma
- Commitment to gender, inclusion and cultural sensitivity
- Strong verbal language skills- Sango, French, and English.
- Excellent written French and English.
- Good Interpersonal skills and ability to establish strong working relationships with diverse groups of people.
- Experience in monitoring, evaluation, and learning from peacebuilding, reconciliation, DDR and socio-economic reintegration projects/ programmes.

- Availability to work occasional irregular hours and to travel within project areas;
- Proficiency in Microsoft Office, databases, email, and the internet in a Mac environment.

Desirable

- Engaging with qualitative data produced through adaptive evaluation methods
- Experience working in or on Central African Republic

Application process

To apply, please submit the following:

- A cover letter (maximum two pages written in English) explaining your suitability for the tasks.
- A detailed CV (written in English, maximum 4 pages)

The CV and cover letter should be emailed to recruitment@c-r.org . The deadline is 24 February 2026.

Should you wish to discuss the role prior to application our ECAP team will be happy to speak with interested parties. Please contact: ktumutegyereize@c-r.org

As this is a local consultancy contract, Conciliation Resources will not cover any air tickets (to and from CAR), accommodation or sponsor work permit. Conciliation Resources will only cover costs incurred while travelling to and from the field.