



Terms of reference for development of Terms of Reference for an international Trainer/Coach in Negotiating Skills and Conflict Resolution

1. Background

The Nile Basin Initiative (NBI) is a partnership of riparian states of the Nile River Basin that was formed to promote sustainable management and development of the region. The NBI seeks to develop the basin in a cooperative manner, share substantial social economic benefits, and promote regional peace and security. The NBI is guided by a Shared Vision with the Objective; *“To achieve sustainable socio-economic development through equitable utilization of, and benefit from, the common Nile Basin water resources”*.

The Nile Basin is endowed with natural resources and a rich cultural diversity. Despite the natural privileges, most of the riparian countries have remained poor for a long period. There are challenges of a population with a high growth rate and competing for the finite natural resources, scarce water resources to sustain the development needs of the countries, and climate change that compounds and multiplies the challenges in all other sectors. There are challenges of high variability of availability of water resources in space and time. The challenges are increasingly getting more complex and requiring more soft skills as well as the infrastructure to be addressed in a holistic manner. The transboundary nature of the Nile Basin further compounds the challenges and requires for developing negotiating skills and conflict resolution approaches among member states.

Negotiating skills and conflict resolution has been identified as a key area for capacity enhancement. NBI intends to engage an international consultant to support training in Negotiating skills and conflict resolution.

The training will be conducted in two sessions, one for the Eastern Nile countries of Ethiopia, South Sudan and Sudan and, the other, for the Nile Equatorial Lakes region countries, namely, Burundi, DR Congo, Kenya, Rwanda, Tanzania and Uganda.

2. Objectives

The Objective of the assignment is to prepare suitable Terms of Reference for an international trainer/coach in Negotiating skills and Conflict resolution. The international trainer being sought is expected to introduce participants to strategies and tactics required to engage in constructive round table discussions and reach decisions.

3. Scope of work

- i. Appraise in broad terms the challenges to cooperation in the Nile Basin and understand the underlying causes
- ii. Identify the prerequisite skill set to address the challenges taking note the general (basin-wide) and specific (NEL and EN) regions' challenges in transboundary water management.

- iii. Articulate the role of negotiating skills and conflict management in the Nile Basin cooperation context
- iv. Develop training syllabus. The training syllabus shall cover main topics that will be covered by the trainings and delivery modes.
- v. Draft Terms of Reference for a trainer/coach in negotiating skills and conflict resolution, including level of effort and budget for the development of the training course. The ToRs will be delivered in two variants – one for Eastern Nile and the other for countries in Nile Equatorial Lakes sub-basin. . The main differences in the ToRs shall be the specific issues that will be dealt with in the two trainings.
- vi. Consult with relevant staff at Nile-SEC and obtain comments on the ToRs
- vii. Finalize and submit the ToRs for the trainer/Coach

4. Deliverables and schedule

A draft of the ToRs for review by the relevant officials at Nile-SEC in a span of 3 days after signing contract; and final ToRs and syllabus 10 days after signing contract. The training syllabus shall be a technical annex of the ToR.

5. Qualifications

The consultant should have advanced degree in international water law, Development studies, international relations or closely related fields. In addition, the consult should possess;

- at least 10 years' experience in dealing with international water law
- knowledge of Nile Basin water resources issues and the CFA process
- good understanding of opportunities and challenges of transboundary water cooperation in general and in Nile basin in particular; including the Nile basin geo-political context
- experience in facilitating water resources negotiations
- Strong spoken and written English language skills; working level understanding of French language is an advantage.

6. Reporting

The Consultant will report to the Program Officer, with oversight by the Head of Basin Wide Program.

7. Level of Effort

The assignment is expected to take 5 man days.