

**SECRETARY-GENERAL'S PEACEBUILDING FUND  
PROJECT DOCUMENT TEMPLATE**



**PBF PROJECT DOCUMENT**

<b>Country(ies):</b> Central African Republic (CAR)	
<b>Project Title:</b> "Strengthening conflict prevention by increasing youth engagement in local mediation processes in the Bamingui-Bangoran Region in CAR" <b>Project Number from MPTF-O Gateway (if existing project):</b>	
<b>PBF project modality:</b> <input checked="" type="checkbox"/> IRF <input type="checkbox"/> PRF	<b>If funding is disbursed into a national or regional trust fund (instead of into individual recipient agency accounts):</b> <input type="checkbox"/> Country Trust Fund <input type="checkbox"/> Regional Trust Fund <b>Name of Recipient Fund:</b>
<b>List all direct project recipient organizations (starting with Convening Agency), followed by type of organization (UN, CSO etc.):</b> Search for Common Ground (INGO)	
<b>List additional implementing partners, specify the type of organization (Government, INGO, local CSO):</b> National Youth Council of CAR (CSO) Association des Femmes Centrafricaines - Ndélé Branch (CSO) Radio Ndélé - Pas Loin (CSO) Local Peace Committees (other)	
<b>Project duration in months<sup>1</sup>:</b> 18 months <b>Geographic zones (within the country) for project implementation:</b> Bamingui-Bangoran Region (Along the four following migration axes: 1) Ngolongosso – Ndélé axis: the villages of Gaskai, Miamani, Tiri; 2) Ngarba – Ndélé axis: the villages of Zoukoutouniala and Haoussa; 3) Bamingui – Ndélé axis: the villages of Yamballa, Kotissako, and Bissingou; 4) Mbolo – Kpata – Ndélé axis: the villages of Mbolo and Krakoma)	
<b>Does the project fall under one or more of the specific PBF priority windows below:</b> <input type="checkbox"/> Gender promotion initiative <sup>2</sup> <input checked="" type="checkbox"/> Youth promotion initiative <sup>3</sup> <input type="checkbox"/> Transition from UN or regional peacekeeping or special political missions <input type="checkbox"/> Cross-border or regional project	

<sup>1</sup> Maximum project duration for IRF projects is 18 months, for PRF projects – 36 months.

<sup>2</sup> Check this box only if the project was approved under PBF's special call for proposals, the Gender Promotion Initiative

<sup>3</sup> Check this box only if the project was approved under PBF's special call for proposals, the Youth Promotion Initiative

**Total PBF approved project budget\* (by recipient organization):**

Search for Common Ground : \$800,000

Total: \$800,000

*\*The overall approved budget and the release of the second and any subsequent tranche are conditional and subject to PBSO's approval and subject to availability of funds in the PBF account. For payment of second and subsequent tranches the Coordinating agency needs to demonstrate expenditure/commitment of at least 75% of the previous tranche and provision of any PBF reports due in the period elapsed.*

Any other existing funding for the project (amount and source): N/A

**PBF 1<sup>st</sup> tranche (35%):**

Search for Common Ground:  
\$ 280,000  
Total: \$ 280,000

**PBF 2<sup>nd</sup> tranche\* (35%):**

Search for Common Ground:  
\$ 280,000  
Total: \$ 280,000

**PBF 3<sup>rd</sup> tranche\* (30%):**

Search for Common Ground:  
\$ 240,000  
Total: \$ 240,000

**Provide a brief project description (describe the main project goal; do not list outcomes and outputs):**

The Central African Republic (CAR) is recovering from a long-lasting conflict that caused the loss of thousands of human lives and the displacement of a third of the population since 2013. Since the December 2020 elections, tensions have flared up again across religious and ethnic fault lines, and the creation of a new rebel coalition has dimmed hopes around the implementation of the 2019 Peace Agreement. The country's governance model, characterized by strong centralization and a lack of opportunity for civil society and the population to participate in decision-making processes, has fostered a sense of exclusion among many groups and is one of the underlying causes of the recurrent cycles of crises that have rocked the country in recent decades. This holds especially true for border regions far from the state's control, such as the Bamingui-Bangoran, where armed groups have emerged as a response to the progressive insecurity caused by transhumance-related farmer-herder conflict and the emergence of armed groups. Recognizing the relevance of youth leadership and the opportunities to engage them as actors for peace in farmer-herder communities, Search for Common Ground (Search) is proposing a project with the overall goal of *promoting the inclusive, sustainable, and meaningful participation of young men and women in civic spaces and peacebuilding efforts related to transhumance-related land and environmental issues in Bamingui-Bangoran*. With the government of CAR recently announcing plans for a new dialogue process, this moment constitutes a pivotal opportunity to include the diversity of perspectives of young Central Africans, including those in remote and rural areas such as Bamingui-Bangoran.

**Summarize the in-country project consultation process prior to submission to PBSO, including with the PBF Steering Committee, civil society (including any women and youth organizations) and stakeholder communities (including women, youth and marginalized groups):**

This project design is rooted in Search's extensive experience and lessons learned from its previous interventions in CAR since 2012 and informed by input from proposed implementing partners including the National Youth Council of CAR, Association des Femmes Centrafricaines- Ndélé Branch, Radio Ndélé and Local Peace Committees (LPCs), as well as other implementers (notably, [IFAD](#), [UNICEF](#) and [UNFPA](#)) active in the field. It responds to the needs identified by key stakeholders and youth as part of consultations held by Search in the framework of its [conflict analysis](#) in the Bamingui-Bangoran region and aligns with the recommendations included therein. Search has further drawn insights from the Participatory Analysis of the Needs and Aspirations of

Young People in CAR (financed by UNPBF) to which it has contributed under the leadership of URU and UNFPA. Finally, the project’s context analysis and design have been validated and enriched by a three-day consultation workshop with young women and men and key stakeholders, held between 12 and 14th October 2021 (report available upon request). The workshop, which was held in the villages of Zoukoutouniala, Tiri, Mbolo, Kotissako, and Bissingou, consisted of 8 focus groups with youth and was complemented by key informant interviews with the Sultan/Mayor, two district chiefs (one from the M’bororo community, one from a sedentary community) and the Prefect/Subprefect. Based on a methodology of information gathering and practical analysis in the field, we were able to elicit participants’ views on transhumant-related environmental and land issues, as well as conflict prevention and management tools, and on youth’s role in conflict transformation. Interviews and observations were conducted in a participatory manner, with the help of local facilitators and the use of Search’s “Enduring change” toolkit. Focus groups were held separately for farmer and herder groups and, within them, for young women and men, to allow for open exchanges of views.

**Project Gender Marker score<sup>4</sup>: GM 2**

**Specify % and \$ of total project budget allocated to activities in pursuit of gender equality and women’s empowerment:** 40% of the budget (\$320,000) is allocated to activities in pursuit of gender equality and women’s empowerment.

**Briefly explain through which major intervention(s) the project will contribute to gender equality and women’s empowerment <sup>5</sup>:**

Recognizing that expectations for women in CAR are predominantly based on traditional gender roles, opportunities to promote women’s leadership and active participation in the civic space are rare. This is especially true for young women, whose lack of access to decision-making spaces is further compounded by ageist norms which devalue and dismiss the perspectives and voices of young people. Per Search’s research in the region, women in farmer-herder conflicts can play a [pivotal role as community stabilizers](#) and drivers of group recovery, yet they remain underrepresented and removed from peacebuilding efforts, as communities underestimate their potential contribution to sustainable peace, and government officials and aid practitioners often lack firsthand evidence to guide their policies and programs.

In light of the above, this project aims to bridge such gaps by putting young pastoralist and indigenous women at the center of all activities, ensuring that their perspectives, alongside those of young farmer women, are taken into account, and making sure that mixed-gender activities are facilitated in a way that enables their safe and meaningful participation. Through capacity- and trust-building of young women leaders among a group of “Young Peace Champions” (YPCs), this project will empower them to take leadership roles in peacebuilding and conflict transformation processes in CAR. Moreover, by conducting training and joint activities facilitated by YPCs, including both young women and men, the project will contribute to shifting perceptions around the inclusion of women and the positive benefits of collaboration between women and men to transform conflict. This will be further reinforced by relaying findings at the national level through media programming to amplify and highlight successful women’s leadership, collaboration, and inclusion in the project

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<sup>4</sup> **Score 3** for projects that have gender equality as a principal objective and allocate at least 80% of the total project budget to Gender Equality and Women’s Empowerment (GEWE)

**Score 2** for projects that have gender equality as a significant objective and allocate between 30 and 79% of the total project budget to GEWE

**Score 1** for projects that contribute in some way to gender equality, but not significantly (less than 30% of the total budget for GEWE)








<sup>5</sup> Please consult the **PBF Guidance Note on Gender Marker Calculations and Gender-responsive Peacebuilding**

outcomes.	
<b>Project Risk Marker score<sup>6</sup>: RM 1</b>	
<b>Select PBF Focus Areas</b> which best summarizes the focus of the project ( <i>select ONLY one</i> ) <sup>7</sup> :	
(2.3) Conflict prevention/management	
If applicable, SDCF/UNDAF <b>outcome(s)</b> to which the project contributes:	
<b>Sustainable Development Goal(s) and Target(s)</b> to which the project contributes:	
SDG 5: Gender Equality	
SDG 10: Reduced Inequalities	
SDG 16 : Peace, Justice, and Strong Institutions	
<b>Type of submission:</b>	<b>If it is a project amendment, select all changes that apply and provide a brief justification:</b>
<input checked="" type="checkbox"/> <b>New project</b>	<b>Extension of duration:</b> <input type="checkbox"/> Additional duration in months (number of months and new end date): <b>Change of project outcome/ scope:</b> <input type="checkbox"/> <b>Change of budget allocation between outcomes or budget categories of more than 15%:</b> <input type="checkbox"/> <b>Additional PBF budget:</b> <input type="checkbox"/> Additional amount by recipient organization: USD XXXXX  <b>Brief justification for amendment:</b>  <i>Note: If this is an amendment, show any changes to the project document in RED colour or in TRACKED CHANGES, ensuring a new result framework and budget tables are included with clearly visible changes. Any parts of the document which are not affected, should remain the same. New project signatures are required.</i>
<input type="checkbox"/> <b>Project amendment</b>	

<sup>6</sup> **Risk marker 0** = low risk to achieving outcomes  
**Risk marker 1** = medium risk to achieving outcomes  
**Risk marker 2** = high risk to achieving outcomes

<sup>7</sup> **PBF Focus Areas** are:  
(1.1) SSR, (1.2) Rule of Law; (1.3) DDR; (1.4) Political Dialogue;  
(2.1) National reconciliation; (2.2) Democratic Governance; (2.3) Conflict prevention/management;  
(3.1) Employment; (3.2) Equitable access to social services  
(4.1) Strengthening of essential national state capacity; (4.2) extension of state authority/local administration; (4.3) Governance of peacebuilding resources (including PBF Secretariats)

**PROJECT SIGNATURES:**

<p><b>Recipient Organization(s)<sup>1</sup></b></p> <p><i>Rebecca Besant, Regional Director Central and East Africa</i></p> <p></p> <p><i>Signature</i>  <i>Name of Agency: Search for Common Ground</i>  <i>Date &amp; Seal:</i>  <b>18/10/2021</b></p> 	<p><b>Representative of National Authorities</b></p> <p><i>Name of Government Counterpart</i>  <i>Haoussoune KANAN; Minister of the Office of the Prime Minister of the Government of the Republic of Senegal</i></p> <p><i>Signature</i>    <i>Title</i>  <i>Date &amp; Seal:</i>  <b>18/10/2021</b></p> 
<p><b>Head of UN Country Team</b></p> <p><i>Denise Brown</i></p> <p><i>Name of Representative</i>  <b>DRSG-RC</b></p> <p></p> <p><i>Signature</i>  <i>Title</i>  <i>Date &amp; Seal</i>  <b>19/10/2021</b></p> 	<p><b>Peacebuilding Support Office (PBSO)</b></p> <p><i>Awa Dabo</i></p> <p></p> <p><i>Signature</i>  <i>Deputy Head and Officer-in-Charge, Peacebuilding Support Office</i>  <i>Date &amp; Seal</i>  <b>21/12/2021</b></p>

<sup>1</sup> Please include a separate signature block for each direct recipient organization under this project.

## I. Peacebuilding Context and Rationale for PBF support

- a) A brief summary of **conflict analysis findings** as they relate to this project, focusing on the driving factors of tensions/conflict that the project aims to address and an analysis of the main actors/ stakeholders that have an impact on or are impacted by the driving factors, which the project will aim to engage. This analysis must be gender- and age-responsive.

Long known as a farmer-herder conflict zone, over the past decade, the Bamingui-Bangoran region of CAR has seen an increased presence of armed groups occupying transhumance corridors (where livestock could previously pass through without interfering with agricultural activities) and fighting over the right to impose taxes. This, in turn, has led to a proliferation of weapons among herder communities, fueling feelings of insecurity and feeding into a vicious circle of violence. The emergence of this so-called “armed pastoralism” particularly concerns the [M’bororo Fulani](#) indigenous group, a Muslim minority in the Bamingui-Bangoran area which is made up of nomadic and semi-nomadic and nomadic herders representing approximately 6% of CAR’s total population (estimate). Heavily stigmatized for their support to the Seleka alliance of militia groups in 2013, the majority of the M’bororo Fulani were driven out of the country to Cameroon and Chad by *Anti-balaka* Christian militia groups in 2013/2014. Striving to regain control of pastoral areas that are essential for their livestock, and therefore for their survival, the M’bororo Fulani have returned under the [protection of their militias](#).

Already triggered by their perception as “foreigners” and by their opposition to the 2019 Agreement on Peace and Reconciliation (APPR), the militarization of the M’bororo Fulani is further accentuating inter- as well as intra-communal divisions. On the one hand, the yearly transhumance of M’bororo from Chad and Sudan between October and June, (which coincides with the movements of local M’bororo Fulani in the region), is a frequent cause for incidents such as the destruction of crops or looting of fields. These, in turn, lead to reprisals against local M’bororo Fulani, as the population makes no distinction between indigenous and outside groups. On the other hand, within M’bororo society, an unprecedented confrontation between militia and customary power is developing, and militarization is contributing to an escalation of violence. These conflicts have not only triggered mistrust between farmers and herders, but also environmental and conservationist concerns in what is considered CAR’s largest wildlife reserve. Poaching and illegal wildlife trafficking, involving both armed groups moving across borders and local hunters, have greatly affected the area. In addition, transhumant herds and artisanal mining put additional pressure on local wildlife and bring about concerns regarding natural resource exploitation. These are crucial elements to be considered and addressed within peace and stabilization efforts in the region.

In this scenario of instability, youth are accused of being the primary perpetrators of violence, while being victims at the same time: A lack of economic and professional prospects has made young men more vulnerable to recruitment into armed groups, triggering a harsh response by authorities and earning them prejudice and mistrust among the population. Meanwhile, the generalized state of insecurity and violence has put women at greater risk of rape and other forms of sexual and gender-based violence (SGBV) at the hands of herders and the Popular Front for the Rebirth of Central African Republic (FPRC), limiting their capacity to travel to sell their goods and thus their ability to fully realize their entrepreneurship potential. Already affected by high rates of forced marriage and household disputes, these additional risks further marginalize women and impact their ability to enjoy their economic rights, while also enhancing poverty and food insecurity. Additionally, women are subject to traditional gender norms and legal and cultural restrictions that are deeply rooted in the communities of Bamingui-Bangoran. The patriarchal structure of society limits both men’s and women’s perception of the latter’s role as autonomous individuals capable of making decisions for themselves. As a result, their actions and aspirations are restricted and influenced by their social environment. Discriminatory customary laws (especially in rural areas) prevent them from acquiring

equal rights to inheritance and property, while unequal access to resources and services, limited decision-making power, lower educational status, and higher illiteracy rates all directly impact their ability to engage and be recognized as actors in the civic space. Patriarchy also limits men, especially those who try to break out of the box and see the division of domestic roles in a different light.

Despite all these factors, various youth-led civil society organizations (CSOs) have recently engaged in peacebuilding work and mobilized against armed groups, to the point that even religious and traditional leaders have increasingly tried to involve them in community decisions. However, their influence is still limited due to generational prejudices and compounded by a lack of access to public services and opportunities for vocational training, especially for young women whose engagement out of the household is generally discouraged in the highly conservative region<sup>9</sup>. Evidence suggests that when equipped with the right tools, relationships, and an enabling environment, young women and men can indeed play a pivotal role in shaping local conflict transformation processes and promoting collaboration across dividing lines. Search's recent [conflict analysis](#) in the region showed a high level of confidence in peace among youth, and highlighted their important role in social cohesion and peaceful conflict management. Moreover, our [comprehensive analysis](#) of pastoralism-related development or conflict prevention programs conducted in the past ten years (2010-2020) in major conflict zones within the Sudano-Sahel has demonstrated that women play critical roles in shaping the relationships between pastoralist groups and their neighbors, whether through joint cultural celebrations, inter-ethnic marriage, and everyday trade relationships. As such, they are ideally placed to facilitate inter-community dialogue and reconciliation, although these opportunities for connection can be lost or eroded during periods of conflict. As of 2015, there were [54,509 people](#) living in Bamingui-Bangoran. With the [median age](#) in the country being 18, there is a true source for change to be tapped into in order to boost conflict transformation and peace efforts in the region – with positive knock-on effects in other similarly remote areas of the country.

- b) A brief description of how the project aligns with/ supports **existing** Governmental and UN **strategic frameworks**<sup>10</sup>, how it ensures **national ownership**. If this project is designed in a PRF country, describe how the main objective advances a relevant strategic objective identified through the Eligibility Process

This project strongly supports two out of the three key priority pillars in CAR's National Recovery and Peacebuilding Plan ([RCPCA](#)), which aims to promote reintegration and reconciliation for social cohesion. The five-year plan (2017-2021), supported by the European Union, the UN, and the World Bank, outlines notable reform commitments intended to improve the structural causes of the crisis, and the promotion of youth inclusion was one of the cross-cutting objectives identified as critical to addressing the drivers of fragility, conflict and violence. Thus, this project aligns with the priorities outlined in Pillar 1, which focuses on supporting peace, security, and reconciliation within CAR; and the project's workshop and capacity-building activities also align with Pillar 3, which focuses on enhancing economic activity and productive capacities as an engine for recovery and growth. This project recognizes that youth marginalization undermines stability and peace and acknowledges young peoples' critical role in social cohesion and peaceful conflict management. Thereby, it integrates key principles and objectives from UNSCR 2250, UNSCR 2419, and UNSCR 2535, which encourage the participation of women and youth in the negotiation and implementation of peace agreements, as well as in conflict prevention, and highlight the importance of protecting the civic space for young people, thereby ensuring their voices and actions are recognized.

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<sup>9</sup> Their participation in peace efforts is thus generally limited to advising youth and men to resolve conflicts through non-violence and in a spirit of dialogue (conclusion from the workshop in Bamingui-Bangoran, 12-14 October).

<sup>10</sup> Including national gender and youth strategies and commitments, such as a National Action Plan on UNSCR 1325, a National Youth Policy etc.

Search’s proposed intervention is also aligned with UNPBF’s priority of “building and/or strengthening national capacities to promote coexistence and peaceful resolution of conflict” and includes key elements from three out of the five [YPS entry points](#), namely participation (Pillar 1), protection (Pillar 2) and partnership (Pillar 4). Inspired by the 3Ps for strengthening civil society, our support to YPCs will include: 1) equipping them with increased conflict transformation, leadership, and non-adversarial advocacy skills, so they can lead actions that have tangible impacts on local peace and security in their communities (PARTICIPATION); 2) improving their relationships with a diversity of community actors and like-minded peers, to better respond to emerging conflicts in a supportive environment (PROTECTION); 3) increasing their visibility as peace actors and highlighting their contribution in promoting cooperative solutions to local conflicts (PROMOTION).

Throughout the design process, we have ensured that youth’s perspectives and needs are properly taken into account, leveraging Search’s previous relationships, context analyses and learning. The project’s participatory approach (which puts young people at the center of the project both as beneficiaries and as key contributors to the project’s design, implementation, and sustainability over time), has seen youth involved from the onset in shaping the direction of the project through the consultation workshop. This will continue throughout activities, where their leading role in conflict analysis, the formulation of action plans, the rollout of community town halls and initiatives, and the development of media products will have a key influence on the achievement of project results. Additionally, strong national ownership has been ensured through the involvement of four key partners, which will considerably contribute to the project’s local rootedness and sustainability. The two youth-and women-led CSOs will be able to effectively accompany other organizations and youth champions in the development of community initiatives and communication activities to disseminate messages in favor of inter-community collaboration and will lead by example in the conceptualization and implementation of additional activities supported through sub-grants. Our strong relationship with Radio Ndélé will allow for the dissemination of a media campaign with regional reach, and with the potential of being taken up or replicated by smaller community radio stations. Finally, Search has decided to involve two Local Peace Committees (LPCs) with whom we have established close relationships under a previous FAO-funded project. Convinced of the importance of supporting existing structures for peace, and having directly contributed to their revamping and inclusivity, their involvement will provide opportunities for the continuation of efforts and follow-up action after the project’s end.

- c) A brief explanation of how the project fills any strategic gaps and complements any other relevant interventions, PBF funded or otherwise. Also provide a brief **summary of existing interventions** in the proposal’s sector by filling out the table below.

This project sets itself apart due to the deliberate choice of targeting indigenous M’bororo Fulani youth, who are neglected by most other interventions and marginalized in local and national governance, due to their nomadic lifestyle and the prejudices related to their role in farmer-herder conflicts. Search’s organization-wide experience engaging such groups and working on this type of conflict is captured in our “[Pastoralism Toolkit](#)”, created to inform stabilization and development efforts in communities across the Sudano-Sahel affected by cross-border farmer-herder conflict. The project will test evidence-based approaches from the toolkit in the context of CAR for the first time.

<b>Project name (duration)</b>	<b>Donor and budget</b>	<b>Project focus</b>	<b>Difference from/ complementarity to current proposal</b>
Communication et sensibilisation pour la cohésion	UNPBF \$1,026,840	This UNWomen-led project, to which Search and UNFPA were a part, has as its primary objective to	Going beyond linking young people to national peacebuilding processes,



sociale (13 Jun 2019 - 12 Jun 2021)		empower young people and women as promoters of national reconciliation in CAR.	this project specifically focuses on young women in Ndélé and Berberati, two underserved conflict communities with pressing peacebuilding and capacity needs.
Défenseuses des droits humains, actrices de la consolidation de la paix (15 Feb 2021- 12 Aug 2022)	UNPBF \$3,000,000	Implemented by UNDP in collaboration with Avocats Sans Frontières (ASF), this project aims to create a safe and enabling environment for women human rights defenders and to enhance their role in the promotion and protection of women's and human rights by increasing their involvement in peacebuilding.	This project focuses more on the promotion of human rights, particularly in the face of gender-based violence, to increase the involvement of young women in peacebuilding measures.
Appui au renforcement des mécanismes de gestion concertée et apaisée de la transhumance (10 Nov 2020- 28 Oct 2022)	UNPBF \$3,000,000	Implemented by FAO and UNFPA, this intervention aims to strengthen dialogue and peace at the community level, in the prefectures of Ouham and Ouham-Pendé, for the prevention and management of conflicts between communities of farmers and pastoralists.	While both projects have a similar goal, our proposed intervention puts its focus on promoting youth leadership in conflict transformation, and less on strengthening local governance structures and decision-making.
Towards Youth Inclusive and Gendered Peace Processes in the Central African Republic (18 Dec 2019- 16 Jun 2021)	UNPBF \$801,408	In this project, Accord collaborates with youth-led organizations in CAR to research and document the lived realities and contributions of young women and men to peace processes, build on their knowledge and capacities, and create an environment that is conducive to their participation in peace efforts.	While both projects focus on the inclusion of youth in peace processes, our project puts a particular emphasis on peacebuilding efforts around transhumance-related land and environmental issues.
Femmes, Agriculture et changement climatique pour la paix en République centrafricaine (22 Nov 2019- 22 May 2022)	UNPBF \$1,500,00	Implemented by FAO and UNWomen, this project is aimed at strengthening the resilience of women and girls, offering equal opportunities to all internally displaced women and girls and their host communities as a new framework for coexistence and working on social cohesion and advocacy in favor of an enabling environment for women farmers.	This project takes a particular approach to agricultural resilience in relation to the challenges of climate change to strengthen the participation of women and girls in building peace and reconciliation in CAR.

## II. Project content, strategic justification and implementation strategy

- a) A brief **description of the project** focus and approach – describe the project’s overarching goal, the implementation strategy, and how it addresses the conflict causes or factors outlined in Section I (must be gender- and age- responsive).

Search’s experience in conflict transformation and peacebuilding around the world has generated evidence that, if equipped with the necessary skills and included in decision-making, youth have the potential to drive positive change and champion reconciliation in their communities. However, in CAR, a heavily centralized governance model and exclusive decision-making processes, coupled with prejudice around young men’s involvement in crime and armed groups, and the structural inequalities experienced by young women, have severely curtailed youth’s opportunities to make their voices heard in local and national peacebuilding processes. Young women are particularly affected, as their engagement is limited both by gender-based and generational prejudice, despite the abundant evidence that women’s participation and leadership in political decision-making leads to safer, more inclusive societies. Indeed, while the APPR saw an increased presence of women and youth during the initial discussions as “observers”, the negotiation of the agreement [did not foresee their active participation](#). Given the region’s role as a transhumance corridor, Bamingui-Bangoran is strategic for the success of the APPR and any future peace efforts in CAR, hence the importance of supporting youth-led local mechanisms for mediation, dialogue and conflict prevention related to land and environmental issues. To seize this opportunity, our proposed project will seek to promote the inclusive, sustainable, and meaningful participation of young men and young women in civic spaces and local level peacebuilding with regard to conflicts related to transhumance, land and environmental issues in Bamingui-Bangoran. Our project will work simultaneously on supporting a cohort of young peace champions (YPCs), on encouraging the recognition of their leadership potential within their communities, and on supporting existing formal and informal youth-led associations in Bamingui-Bangoran.

- b) Provide a **project-level ‘theory of change’** – explain the assumptions about why you expect the project interventions to lead to changes in the conflict factors identified in the conflict analysis. What are the assumptions that the theory is based on? Note, this is not a summary statement of your project’s outcomes.

The proposed project is grounded in the following theory of change: ***IF** young women and men, including from indigenous and marginalized groups, have increased capacity and opportunities to lead efforts to prevent and resolve land and environmental conflict related to transhumance, **IF** farmer and herder communities’ attitudes towards collaboration and peaceful conflict resolution are transformed through youth-led actions, and **IF** young people’s peacebuilding actions are amplified across generations and across communities, **THEN** violent conflict in the Bamingui-Bangoran region of CAR will be reduced, and a powerful case will be made for increased youth participation in civic spaces in peace processes at all levels in CAR.*

The following assumptions about the context and impact of youth’s roles in peacebuilding underpin this project’s Theory of change: Firstly, the project assumes that diverse young women and men from diverse backgrounds, including from herder and farmer communities, will be open to engaging across social divides to collaborate on the prevention and resolution of land and environmental conflicts, and will remain actively involved throughout. Our workshop with a diverse group of local stakeholders and youth has confirmed young people’s keen interest in playing a bigger role in local and national peace efforts (as they are heavily impacted by conflict), but also in engaging with peers from other communities to overcome prejudice, and with authorities to prove the legitimacy of their voices and perspectives. This paired with Search’s past successes in facilitating youth leadership and collaboration across divides thanks to its Common Ground Approach (developed based on years of experience across more than 40 countries) makes us confident in our assumption. Secondly, the project also supposes that the project management team will be able to build on our strong, credible, and trustworthy

relationships to mobilize youth from these different backgrounds, ensuring their continued participation in spite of cleavages and social and religious norms. We are confident that thanks to our local rootedness, positive reputation as neutral actors, as well as through our existing relations with local communities and track-record of working in other transhumance areas in the Sub-Saharan region, our project team is equipped to build these relations. Thirdly, we assume that increased acknowledgement of youth's positive contributions to peace and access to platforms for dialogue and action will lead communities to transform their perceptions around the validity of collaboration and peaceful conflict resolution. Encouraging coalition-building among and between different groups of young aspiring leaders and establishing a diverse cohort of youth peacebuilders will increase their collective power and positive narratives of youth's contributions will work to overcome stereotypes that youth lack agency, therefore we believe this assumption to be true. Lastly, this project recognizes that some women and young women might be targeted for their inclusion in this project, due to conservative social norms, however, this project has taken this risk to heart and has strategies in place to mitigate it (see section 3c). The project's activities are designed to gradually transform both the self-perception and confidence of participating marginalized youth (particularly young women) as well as community attitudes.

- c) **Provide a narrative description of key project components** (outcomes and outputs), ensuring sufficient attention to gender, age and other key differences that should influence the project approach. In describing the project elements, be sure to indicate important considerations related to sequencing of activities.

The project proposed by Search in cooperation with the National Youth Council of CAR, the Association for Central African Women (Ndélé Branch), Radio Ndélé and previously established LPCs aims to *promote the inclusive, sustainable, and meaningful participation of young men and women in civic spaces and peacebuilding efforts related to transhumance-related land and environmental issues in Bamingui-Bangoran*. To reach this goal, it will seek to achieve two outcomes, supported by three outputs (see Annex C for details):

**Outcome 1:** Young women and men, including from marginalized and indigenous groups, drive collaborative responses to address conflict around transhumance-related land and environmental issues in the target communities. (Output 1.1) Target youth are equipped with the knowledge, skills, and networks to engage on and address transhumance-related land and environmental issues. (Output 1.2) Target youth advance collaboration on transhumance-related land and environmental issues within their communities.

**Outcome 2:** Young women and men increasingly lead communication and outreach initiatives that shift community perceptions around the value of collaborative approaches to respond to conflicts, and around youth's role in them. (Output 2.1) Access to content highlighting youth-led, peaceful community solutions to land and environmental issues is increased.

The intervention will follow the logic outlined below and has been designed bearing in mind the nomadic lifestyle and migration patterns of part of the target groups:

**Start-up phase:** At the onset of the project, Search and its partners will carry out a baseline study to inform the creation of an M&E plan, and a mapping of youth-led CSOs and community-based organizations (CBOs) in order to inform the selection of a number of beneficiary organizations. At the same time, the project team will identify a diverse group of youth participants (aged 15-35, including indigenous and marginalized youth) to be involved as Young Peace Champions (YPCs).

**Activities under Outcome 1:** Recognizing the sensitivity of the context and the entrenched lines of tension and division among farmer and herder communities, as well as the differences in lived experience and rights between women and men within those same communities, Search proposes to begin the project by facilitating *Coalition-building workshops (A.1.1.1)* for the selected YPCs, to be

held separately for farmer and herder youth in order to build participants' confidence and relationships ahead of their engagement in subsequent activities. Within those groups, young women and young men will attend separate sessions. The workshops will be followed by a round of **Training sessions for YPCs (A.1.1.2)**, who will be joined by representatives from local youth- and women-led CSOs and CBOs to allow for peer-learning, networking, and relationship building. These trainings, which will still be held in separate groups, will introduce participants to Search's signature Common Ground Approach to conflict transformation, as well as leadership skills, and non-adversarial advocacy techniques. Once this preliminary training is completed, a reduced group of interested and motivated participants will be given the opportunity to receive training on and later participate in a **Youth-led gender-and age-sensitive conflict analysis (A.1.1.3)** focused on transhumance-related land and environmental issues (based on Search's [Pastoralism Toolkit](#) and [youth-led research tools](#)), which will inform the rest of the project's activities and contribute to enhancing youth's knowledge of the conflict landscape, inspiring their ideas for action.

The findings of the conflict analysis will then feed into the **Development of local action plans (A.1.2.1)** — by YPCs in collaboration with the local youth- and women-led organizations — aimed at proposing solutions to the main challenges identified. To prepare the ground for leaders' and decision-makers' subsequent engagement with youth, we will hold a round of **Trust-building workshops (A.1.2.2)** for separate groups (leaders and decision-makers from farming and from transhumant communities), ahead of their engagement in YPC-facilitated **Community town hall meetings (A.1.2.3)**. The latter will target members of farmer and herder communities, local decision-makers and key stakeholders (including village and nomadic chiefs, community and religious leaders, elders, local authorities, and FPRC representatives), which will be aimed at discussing outcomes of the analysis and the action plans. These sessions will culminate in jointly formulated, practical recommendations, determining the measures and conduct to follow in order to avoid and/or mitigate conflict situations. **Youth-led advocacy visits (A.1.2.4)** to decision-makers (illustratively the sultan mayor, the state prefect and deputy, FPRC representatives, the Fédération Nationale des Eleveurs Centrafricains and the Agence du Développement Agricole) will subsequently enable YPCs will convey the recommendations identified in the research and action plans, and to showcase their knowledge and leadership capabilities with regard to conflict mitigation and transformation around land and environmental issues. In collaboration with the local youth- and women-led organizations and in line with recommendations from the action plans, youth will finally develop and implement **Community Initiatives (A.1.2.5)** to bring people together across dividing lines and around common interests (preservation of the environment, access to water, public services, etc.). Initiatives will be selected based on criteria including but not limited to inclusivity, do no harm, sustainability, and relevance to the objectives of the project.

**Activities under Outcome 2:** As a global leader in media for peace and social behavioral change communications (SBCC), Search knows that creative and well-produced media programming can have a profound impact on how people frame themselves and the "other" and bring about change in attitudes and behaviors. At the same time, we have learned that media outlets have a critical role to play in framing the public conversation about pastoralism and climate, and in driving both long-term actions to mitigate the impact of climate change and short-term actions to prevent violent conflict. Therefore, the second strand of this project will be largely dedicated to the creation and dissemination of a radio campaign focused on shining a light on the findings of the youth-led research and on real-life, positive examples of conflict prevention emerging from the community initiatives supported, with a special focus on highlighting young women and men's leading roles in them in order to shift perceptions around the value of youth role and leadership. This will begin with a **campaign planning workshop (A.2.1.1)** involving previously trained journalists from Radio Ndélé and YPCs, to jointly identify target audiences, design relevant messages and products to be broadcast (supported by Search's in-house

experts), and continue with the development and broadcast of media products in a *radio campaign* (A.2.1.2) that will be aired on Radio Ndélé for 10 months and aimed at shifting community perceptions around the value of collaborative approaches and around youth's leadership potential. Recognizing the limitations of radio programming in rural and remote border-areas and the prevalence of oral tradition in the Bamingui-Bangoran region, the campaign will be complemented by *in-person communication activities* (A.2.1.3), led by local youth-and women-led CSOs. In addition, Search will provide *sub-grants* (A.2.1.4) to selected CSOs and CBOs to finance their own projects to foster youth's role in conflict transformation, which will amplify the impact of this action and contribute to its sustainability.

- d) **Project targeting** – provide a justification for geographic zones, criteria for beneficiary selection, expected number and type of stakeholders/beneficiaries (must be disaggregated by sex and age). Indicate whether stakeholders have been consulted in the design of this proposal. Do not repeat all outputs and activities from the Results Framework.

This project will target the Bamingui-Bangoran region, with its capital Ndélé, which has been under the control of a main armed group since 2014, the FPRC. The region's entrenched farmer-herder conflict creates instability and insecurity, fueled by the absence of state authorities and weak customary power in the area. Home to the largest wildlife reserve in CAR, the region is characterized by cross-border transhumance from the Sahel and Lake Chad regions, a phenomenon that has intensified as a consequence of water and resource scarcity in those countries. The increased presence of transhumant herders and livestock raises concerns over the distribution of natural resources, and in particular water, with the shortage of water points being a frequent trigger for conflict in a context of alarming scarcity in public services. The transhumance phenomenon is compounded by a lack of regulation and the outdated system of "protected area" zoning, which leaves fields vulnerable to devastation by livestock and creates tensions between communities.

Despite youth's local engagement in peace and conflict resolution, they remain largely disconnected from national processes and their valuable contribution in the civic space is not properly recognized. Despite falling into the nexus of UNSCR 1325 and UNSCR 2250, young women are typically forgotten within both the broader women's agenda, which tends to favor older, well-established women leaders, and the youth agenda, which is generally dominated by the voices of young men. Moreover, indigenous youth are often marginalized and excluded due to their nomadic lifestyle and prejudice related to their involvement with violent actors. To address these challenges, the proposed intervention will target a diverse group of young women and men from farmer, herder, and indigenous communities, which will help foster a more inclusive and sustainable civic space, highlighting areas of consensus and promoting collaboration around common causes. As such, the primary beneficiaries of this project will be **9,000 young women and men aged 15-35**, including from indigenous and marginalized groups. Among them, 80 direct participants (30 young women and 50 young men) will be identified and selected as part of the mapping exercise foreseen during project start-up and will be involved in activities under objective 1 to promote cooperation on land and environmental issues. Additionally, **a number of youth-led CSOs and community-based organizations** will be identified through the initial mapping and be equipped with the capacities and resources to implement their own ideas. The secondary beneficiaries will be **a group of formal and informal local authorities and decision-makers**, who will be targeted by advocacy visits and profit from increased engagement with youth, which will lead them to increasingly recognize their potential. The project's final beneficiaries will be an additional **6,000 members of farming and herding communities** in the Bamingui-Bangoran region who will draw concrete benefits from young women and men's actions, such as the town halls and community initiatives, and be targeted by communication efforts aiming to transform their perceptions on conflict resolution and peacebuilding processes.

### III. Project management and coordination

- a) **Recipient organizations and implementing partners** – list all direct recipient organizations and their implementing partners (international and local), specifying the Convening Organization, which will coordinate the project, and providing a brief justification for the choices, based on mandate, experience, local knowledge and existing capacity.

Agency	Total budget in previous calendar year	Key sources of budget (which donors etc.)	Location of in-country offices	No. of existing staff, of which in project zones	Highlight any existing expert staff of relevance to project
Convening Organization: Search for Common Ground	1,105,567 USD	US Department of State, Bezos Family Foundation, Facebook	Bangui, Bambari, and Ndélé	20 staff members	Country Manager, Program Coordinator, DME Coordinator
Implementing partners: National Youth Council of CAR	250,000 USD	CAR Ministry of Youth and sports, UNDP, EU, NGOs,	Bangui, Bambari, Berbérati, Bouar	50 staff members	Program Manager, Outreach Coordinator, Council members, Community mobilizers
Association des Femmes Centrafricaines (OFCA) - Ndélé Branch	\$35,000 USD	IOM, Minusca, UNDP, DRC, Ministry of Social Affairs	Ndélé and Bamingui	12 staff in Ndélé and 6 staff in Bamingui	Program Manager, Outreach Coordinator, Finance Officer
Radio Ndélé Pas Loin	\$65,000 USD	European Union, IOM, French Embassy	Ndélé	16 staff members	5 journalists, 3 animators, 4 community mobilizers, 2 radio producers
Local Peace Committees	\$10,000 USD	MINUSCA, IOM,	Ndélé	30 staff members	Community mobilizers

- b) **Project management and coordination** – Indicate the project implementation team, including positions and roles and explanation of which positions are to be funded by the project (to which percentage). Explicitly indicate how the project implementation team will ensure sufficient gender or youth expertise. Explain project coordination and oversight arrangements and ensure link with PBF Secretariat if it exists. Fill out project implementation readiness checklist in **Annex A.1** and attach key staff TORs.

The proposed Project Management Team (PMT) will be composed of Search staff, with punctual support from partner staff, and housed in its office in Bangui. The team will be composed as follows: Country Manager (35%), Project Manager (100%), Project Assistant (100%), Sub-grants Officer (100%), Media Coordinator (35%), Radio Technician (35%), DM&E Coordinator (35%), Finance and Administration Manager (35%), Finance and Administration Officer (35%), Security and Logistics

Officer (25%), Driver (35%). The job descriptions of key staff are provided in “Annex E- Terms of Reference”. Youth expertise will be provided by Search’s [Children and Youth](#) team (technical assistance budgeted), while gender expertise will be ensured by various members of Search’s project team, who have previously received training by UNWomen on gender, peace and security, and have previous knowledge and experience in implementing gender-sensitive programming in CAR. In addition, Search’s regional Central and East Africa team, headed by the Regional Director, will provide on-the-job project management mentoring and will backstop the project team in terms of the strategic oversight, grant management, financial management, project compliance, and reporting (12.5%). Search’s Institutional Learning Team (ILT) will further ensure technical M&E expertise and troubleshooting (7.7%). The project team will involve the UNPBF Secretariat to the extent possible for advice, recommendations, synergy with other UN-funded projects in the country (by MINUSCA, UNICEF, UNWomen, UNDP, UNFPA), and cross-learning.

- c) **Risk management** – Identify project-specific risks and how they will be managed, including the approach to updating risks and making project adjustments. Include a Do No Harm approach and risk mitigation strategy.

<b>Project specific risk</b>	<b>Risk level</b>	<b>Mitigation strategy (including Do No Harm considerations)</b>
Lack of involvement of implementing partners	Low	Implementing partners are long-term partners of Search and have been actively involved in the design of the project, which aligns with their priorities. Search will provide partners with coaching and support over the course of the project to ensure smooth and quality implementation.
Lack of participant engagement and/or follow-through	Low	This is a particular concern with regard to M’bororo Fulani youth, who might disengage due to perceived hostility or exclusion by other youth participants, or due to their migration patterns. For this reason, we have strategically chosen our target locations along the main transhumant axes, in order to allow for continued participation, and we have planned coalition-building sessions in separate groups to make engagement with the “other” group more gradual, intentional, and guided.
Young women face social and cultural barriers preventing them from actively taking part in the project’s activities	Medium	Gender-sensitivity and do-no-harm approaches are key concerns in Search’s programming, thus, at each stage of the project’s planning and implementation, Search will ensure that the perspectives, needs and risks of local women are heard and included and that they are not treated as a homogenous group. Recognizing that in contexts where men defend and reinforce traditional gender roles, programming aimed specifically at women may arouse suspicion, even hostility, Search will continuously monitor perceptions and adapt programming to ensure separate activities for young men and women, if deemed necessary. We will ensure that we demonstrate the value of women’s leadership for the community as a whole and highlight male ally role models. Even while encouraging and showcasing positive examples of women’s leadership, we will be particularly attentive not to push women beneficiaries to assume roles that will make them targets. The involvement of women-led CSOs will contribute to building mentorship-like relations and providing positive examples of women’s leadership to women YPCs. Furthermore, Search and its partners will facilitate women’s participation by scheduling activities

		at appropriate times and in locations that are considered safe and easily accessible.
Potential increase of restrictions on media	Low	Media content under this project will be developed in a professional and conflict-sensitive manner, reducing the risk of censorship. Building on our sustained efforts in promoting dialogue and collaboration between the Haut Conseil pour la Communication (CAR’s Communication Authority) and media actors, Search will continue to leverage its relations with the HCC to monitor government trends with regard to media freedom.
Tightening of COVID-19 related restrictions or new outbreak in target areas	Medium	Search will strictly follow government guidelines to contain the spread of COVID19 and comply with WHO guidance to ensure staff and participant safety. As the situation evolves, Search will continue to survey the environment and adapt programming, as necessary (details are included in the “Statement on the impact of COVID on in-country operations”). In case in-person activities should no longer be permissible, Search will seek alternatives and notify the PBF on the conditions to pursue activities.
Flare-up of tensions between farmer and herder communities	Medium	In light of the generalized state of insecurity, the remote location of target areas, the prolific circulation of weapons, and the lack of state presence, the project team (in particular the dedicated Security and Logistics Officer) will closely monitor the operating environment as the status quo persists. Search’s travel protocols will be strictly followed for any staff and participant travel. In case of episodes of violence, project staff will decide on any adjustments to programming to avoid activity locations that may expose participants to physical risks. Should a major scale-up of violence occur, we remain flexible to relocate activities to safer communities or to hibernate until the context returns viable for the effective and safe implementation of activities, as per Search-CAR’s security policy and safety protocols.

d) **Monitoring and evaluation** – Describe the M&E approach for the project, including M&E expertise in the project team and main means and timing of collecting data? Include: a budget break-down for both monitoring and evaluation activities, including collection of baseline and end line data and an independent evaluation, and an approximate M&E timeline. Fund recipients are obligated to reserve at least 5-7% of the project budget for M&E activities, including sufficient funds for a quality, independent evaluation.

**M&E Approach:** Search’s approach to M&E is grounded in the guiding principles of our work: participatory; culturally sensitive and conflict-sensitive; committed to building capacity; rooted in local knowledge; adaptable to changing contexts; and committed to the principle of “do no harm.” Search’s M&E standards are guided by the Evidence and Learning Protocols, which set minimum requirements for Search programming for every step of the project cycle, from the start up to the close out phases, including support, reflection, and lessons learned. More than **7%** of the project budget (\$58,609.25) has been set aside for M&E activities. [Baseline: \$16,000; Mapping and selection of CSOs: 2,000, Monitoring visits: \$8,775, Final Evaluation: \$20,000, Audit: \$8,000] We will work with partner staff throughout our M&E efforts, ensuring that everyone learns and gains new M&E skills and approaches through the collaboration.

**Roles and responsibilities:** Search’s locally based DM&E Coordinator will be responsible for leading the project’s monitoring and evaluation efforts, in collaboration with project staff partner organizations. He will be supported by the Regional DM&E Specialist who will provide direct input



and guidance on all M&E plans, tools and processes. Backstopping and technical assistance will further be provided by Search's Institutional Learning Team (ILT), which manages learning across the organization and ensures best practices in design and implementation of Search's M&E work.

**M&E timeline:** During the project's start-up phase, the in-country DM&E Coordinator will develop an **M&E plan** in line with the indicators proposed in the results framework (Annex C) and populated with baseline data. During project implementation, **activity monitoring** will measure progress towards expected outputs and outcomes, as well as cultivate ongoing learning to continuously inform the project strategy. To assess participant learning, **pre- and post-tests** (short questionnaires) will be performed before and after all training sessions. Search will also use other tools to document progress such as attendance lists, photos, and activity-specific monitoring, with specific strategies for **radio program monitoring** (potentially including listener feedback collection, et al.) in order to measure the impact of our campaign. **Direct participant feedback collection** will help to assess how participants engaged throughout project activities, whether they felt their opinions and views were taken into consideration and action, and whether activities had the intended impact on participants as a result of our project. At the same time, **periodic monitoring visits** will serve as regular "pulse checks" to gauge the progress of project results and allow us to identify gaps or shortcomings. This regular monitoring will allow Search to streamline learning and contextual considerations for adaptive and responsive programming, which remains crucial in the rapidly changing pandemic situation. As part of the project's close-out phase, a **final evaluation** will be conducted in order to assess results, capture successes, and identify lessons learned from the project.

**Consideration of marginalized populations:** Given the project's focus on including indigenous and marginalized groups, Search will ensure to measure the specific impact of the project on these populations by disaggregating data based on gender, age, and affiliation to farmer/herder groups. While collecting anecdotal evidence in reports, we will include a diversity of voices and enable marginalized groups to share their stories in terms of how the project has contributed to impact them. When appropriate, these stories will be shared via media programming, multiplying their effects and contributing to the achievement of the project's objectives.

- e) **Project exit strategy/ sustainability** – Briefly explain the project's exit strategy to ensure that the project can be wrapped up at the end of the project duration, either through sustainability measures, agreements with other donors for follow-up funding or end of activities which do not need further support. If support from other donors is expected, explain what the project will do concretely and pro-actively to try to ensure this support from the start. Consider possible partnerships with other donors or IFIs.

Aware of the importance of developing culturally- and context-appropriate interventions, this proposal has been designed in consultation with our local partners, potential beneficiaries, and including feedback from key stakeholders with the intention to gradually transfer ownership to young women and men target locations, and to ensure sustainability of project activities beyond the end of the project. By building capacity and knowledge of YPCs through the varying levels of mentorship and exchange among and between the YPCs and local CSOs and CBOs, the project will contribute to equipping youth with key competencies and fostering relationships that they will be able to leverage beyond the lifecycle of the project. Notably, youth will be provided with the opportunity to join existing networks for peace such as the LPCs and the NYC, where they will be able to continue their efforts in favor of conflict transformation and the recognition of youth leadership. LPCs will further play a crucial role in the sustainability of community initiatives, as they will be encouraged to support the most successful ones beyond the project's end. Finally, as we will provide opportunities for young women and men to demonstrate their capacity and potential as leaders to conflict transformation around transhumance-related land and environmental issues, this project will contribute to enduring change with regard to enhancing the acceptance of their participation in the civic space in CAR.

#### **IV. Project budget**

Provide brief additional information on project costs, highlighting any specific choices that have underpinned the budget preparation, especially for personnel, travel or other indirect project support, to demonstrate value for money for the project. Proposed budget for all projects must include sufficient funds for an independent evaluation. Proposed budget for projects involving non-UN direct recipients must include funds for independent audit. Fill out **Annex A.2** on project value for money.

Please note that in nearly all cases, the Peacebuilding Fund transfers project funds in a series of performance-based tranches. PBF's standard approach is to transfer project funds in two tranches for UN recipients and three tranches for non-UN recipients, releasing second and third tranches upon demonstration that performance benchmarks have been met. All projects include the following two standard performance benchmarks: 1) at least 75% of funds from the first tranche have been committed, and 2) all project reporting obligations have been met. In addition to these standard benchmarks and depending on the risk rating or other context-specific factors, additional benchmarks may be indicated for the release of second and third tranches.

Please specify below any context-specific factors that may be relevant for the release of second and third tranches. These may include the successful conduct of elections, passage of key legislation, the standing up of key counterpart units or offices, or other performance indicators that are necessary before project implementation may advance. Within your response, please reflect how performance-based tranches affect project sequencing considerations.

Fill out two tables in the Excel budget **Annex D**.

In the first Excel budget table in Annex D, please include the percentage towards Gender Equality and Women's Empowerment (GEWE) for every activity. Also provide a clear justification for every GEWE allocation (e.g. training will have a session on gender equality, specific efforts will be made to ensure equal representation of women etc.).

### Annex A.1: Checklist of project implementation readiness

Question	Yes	No	Comment
<b>Planning</b>			
1. Have all implementing partners been identified? If not, what steps remain and proposed timeline	X		
2. Have TORs for key project staff been finalized and ready to advertise? Please attach to the submission	X		We have included ToRs for key personnel such as the Country Manager, Project Manager, DM&E Coordinator, Finance & Administration Manager, Sub-grants Officer and Radio Technician.
3. Have project sites been identified? If not, what will be the process and timeline	X		
4. Have local communities and government offices been consulted/ sensitized on the existence of the project? Please state when this was done or when it will be done.	X		Preliminary consultations were held on October 12th, 2021 with local authorities, the prefect and the mayor/sultan, further outreach to key stakeholders is planned during the project's start-up phase.
5. Has any preliminary analysis/ identification of lessons learned/ existing activities been done? If not, what analysis remains to be done to enable implementation and proposed timeline?	X		
6. Have beneficiary criteria been identified? If not, what will be the process and timeline.	X		For youth beneficiaries, rough criteria such as age (15-35 years), background (from farmer and herder communities, including indigenous and marginalized youth) and envisaged gender ratio (30 young women, 50 young men) have been identified. More detailed selection criteria will be defined during project start-up in line with results from the baseline evaluation. Similarly, youth- and women-led CSO beneficiaries will

			be identified during start-up in line with the findings of the mapping of youth-led CSOs and CBOs.
7. Have any agreements been made with the relevant Government counterparts relating to project implementation sites, approaches, Government contribution?	X		Search has conducted in-person consultations with the sub-prefect of the region, who is also the interim prefect, and the sultan, who is also the mayor. They have confirmed their support for the implementation of the project in the region, which touches upon a relevant issue for the Government, and have provided verbal approval to the planned approach and implementation sides.
8. Have clear arrangements been made on project implementing approach between project recipient organizations?	X		
9. What other preparatory activities need to be undertaken before actual project implementation can begin and how long will this take?		N/A	
<b>Gender</b>			
10. Did UN gender expertise inform the design of the project (e.g. has a gender adviser/expert/focal point or UN Women colleague provided input)?		X	Search's in-country staff, who have benefited from UNWomen training, have contributed greatly to the design of this project. Furthermore, the proposal's gender aspects have been reviewed and complemented by our in-house gender expert, and feedback from PBSO on the first draft of this proposal has been duly incorporated.
11. Did consultations with women and/or youth organizations inform the design of the project?	X		
12. Are the indicators and targets in the results framework disaggregated by sex and age?	X		
13. Does the budget annex include allocations towards GEWE for all activities and clear justifications for GEWE allocations?	X		

## Annex A.2: Checklist for project value for money

Question	Yes	No	Project Comment
1. Does the project have a budget narrative justification, which provides additional project specific information on any major budget choices or higher than usual staffing, operational or travel costs, so as to explain how the project ensures value for money?	X		
2. Are unit costs (e.g. for travel, consultancies, procurement of materials etc) comparable with those used in similar interventions (either in similar country contexts, within regions, or in past interventions in the same country context)? If not, this needs to be explained in the budget narrative section.	X		
3. Is the proposed budget proportionate to the expected project outcomes and to the scope of the project (e.g. number, size and remoteness of geographic zones and number of proposed direct and indirect beneficiaries)? Provide any comments.	X		
4. Is the percentage of staffing and operational costs by the Receiving UN Agency and by any implementing partners clearly visible and reasonable for the context (i.e. no more than 20% for staffing, reasonable operational costs, including travel and direct operational costs) unless well justified in narrative section?		X	Please note the total personnel costs for this budget are over the suggested 20% allocation due to the context of the operating environment in CAR. It is a context of low capacity and high salaries, which requires the project team to hire more personnel and offer competitive salaries. In addition to the high benefits costs to meet labor law requirements, our regional team will provide expert support throughout the project's implementation, providing additional capacity support on finance, compliance, and technical areas. We have budgeted regional support accordingly with the necessary travel expenses for their time in the country, however, we have also foreseen a small degree of remote support from our ILT and

			Children and Youth teams to minimize international travel in light of the ongoing COVID19 pandemic and related restrictions on movement.
5. Are staff costs proportionate to the amount of work required for the activity? And is the project using local rather than international staff/expertise wherever possible? What is the justification for use of international staff, if applicable?	X		(Justification included in answer above)
6. Does the project propose purchase of materials, equipment and infrastructure for more than 15% of the budget? If yes, please state what measures are being taken to ensure value for money in the procurement process and their maintenance/ sustainable use for peacebuilding after the project end.		X	
7. Does the project propose purchase of a vehicle(s) for the project? If yes, please provide justification as to why existing vehicles/ hire vehicles cannot be used.		X	
8. Do the implementing agencies or the UN Mission bring any additional non-PBF source of funding/ in-kind support to the project? Please explain what is provided. And if not, why not.		X	This project builds on insights from a Search-funded consultation workshop with youth and key stakeholders in target zones of the Bamingui-Bangoran region. Furthermore, it proposes to utilize Search's existing training manuals and draws from recently completed conflict analyses in project areas.

## **Annex B.1: Project Administrative arrangements for UN Recipient Organizations**

*(This section uses standard wording – please do not remove)*

The UNDP MPTF Office serves as the Administrative Agent (AA) of the PBF and is responsible for the receipt of donor contributions, the transfer of funds to Recipient UN Organizations, the consolidation of narrative and financial reports and the submission of these to the PBSO and the PBF donors. As the Administrative Agent of the PBF, MPTF Office transfers funds to RUNOS on the basis of the signed Memorandum of Understanding between each RUNO and the MPTF Office.

### **AA Functions**

On behalf of the Recipient Organizations, and in accordance with the UNDG-approved “Protocol on the Administrative Agent for Multi Donor Trust Funds and Joint Programmes, and One UN funds” (2008), the MPTF Office as the AA of the PBF will:

- Disburse funds to each of the RUNO in accordance with instructions from the PBSO. The AA will normally make each disbursement within three (3) to five (5) business days after having received instructions from the PBSO along with the relevant Submission form and Project document signed by all participants concerned;
- Consolidate the financial statements (Annual and Final), based on submissions provided to the AA by RUNOS and provide the PBF annual consolidated progress reports to the donors and the PBSO;
- Proceed with the operational and financial closure of the project in the MPTF Office system once the completion is completed by the RUNO. A project will be considered as operationally closed upon submission of a joint final narrative report. In order for the MPTF Office to financially closed a project, each RUNO must refund unspent balance of over 250 USD, indirect cost (GMS) should not exceed 7% and submission of a certified final financial statement by the recipient organizations’ headquarters);
- Disburse funds to any RUNO for any cost extension that the PBSO may decide in accordance with the PBF rules & regulations.

### **Accountability, transparency and reporting of the Recipient United Nations Organizations**

Recipient United Nations Organizations will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each RUNO in accordance with its own regulations, rules, directives and procedures.

Each RUNO shall establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent from the PBF account. This separate ledger account shall be administered by each RUNO in accordance with its own regulations, rules, directives and procedures, including those relating to interest. The separate ledger account shall be subject exclusively to the internal and external auditing procedures laid down in the financial regulations, rules, directives and procedures applicable to the RUNO.

Each RUNO will provide the Administrative Agent and the PBSO (for narrative reports only) with:

Type of report	Due when	Submitted by
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Semi-annual project progress report	15 June	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual project progress report	15 November	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
End of project report covering entire project duration	Within three months from the operational project closure (it can be submitted instead of an annual report if timing coincides)	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual strategic peacebuilding and PBF progress report (for PRF allocations only), which may contain a request for additional PBF allocation if the context requires it	1 December	PBF Secretariat on behalf of the PBF Steering Committee, where it exists or Head of UN Country Team where it does not.

#### Financial reporting and timeline

Timeline	Event
<b>30 April</b>	Annual reporting – Report <b>Q4 expenses</b> (Jan. to Dec. of previous year)
	<i>Certified final financial report to be provided by 30 June of the calendar year after project closure</i>

UNEX also opens for voluntary financial reporting for UN recipient organizations the following dates

<b>31 July</b>	Voluntary Q2 expenses (January to June)
<b>31 October</b>	Voluntary Q3 expenses (January to September)

Unspent Balance exceeding USD 250, at the closure of the project would have to be refunded and a notification sent to the MPTF Office, no later than six months (30 June) of the year following the completion of the activities.

#### Ownership of Equipment, Supplies and Other Property

Ownership of equipment, supplies and other property financed from the PBF shall vest in the RUNO undertaking the activities. Matters relating to the transfer of ownership by the RUNO shall be determined in accordance with its own applicable policies and procedures.

#### Public Disclosure



The PBSO and Administrative Agent will ensure that operations of the PBF are publicly disclosed on the PBF website ([www.un.org/peacebuilding/fund](http://www.un.org/peacebuilding/fund)) and the Administrative Agent’s website ([www.mptf.undp.org](http://www.mptf.undp.org)).

**Annex B.2: Project Administrative arrangements for Non-UN Recipient Organizations**

*(This section uses standard wording – please do not remove)*

**Accountability, transparency and reporting of the Recipient Non-United Nations Organization:**

The Recipient Non-United Nations Organization will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each recipient in accordance with its own regulations, rules, directives and procedures.

The Recipient Non-United Nations Organization will have full responsibility for ensuring that the Activity is implemented in accordance with the signed Project Document;

In the event of a financial review, audit or evaluation recommended by PBSO, the cost of such activity should be included in the project budget;

Ensure professional management of the Activity, including performance monitoring and reporting activities in accordance with PBSO guidelines.

Ensure compliance with the Financing Agreement and relevant applicable clauses in the Fund MOU.

**Reporting:**

Each Receipt will provide the Administrative Agent and the PBSO (for narrative reports only) with:

Type of report	Due when	Submitted by
Bi-annual project progress report	15 June	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual project progress report	15 November	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
End of project report covering entire project duration	Within three months from the operational project closure (it can be submitted instead of an annual report if timing coincides)	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist

Annual strategic peacebuilding and PBF progress report (for PRF allocations only), which may contain a request for additional PBF allocation if the context requires it	1 December	PBF Secretariat on behalf of the PBF Steering Committee, where it exists or Head of UN Country Team where it does not.
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### Financial reports and timeline

Timeline	Event
<b>28 February</b>	Annual reporting – Report <b>Q4 expenses</b> (Jan. to Dec. of previous year)
<b>30 April</b>	Report <b>Q1 expenses</b> (January to March)
<b>31 July</b>	Report <b>Q2 expenses</b> (January to June)
<b>31 October</b>	Report <b>Q3 expenses</b> (January to September)
<i>Certified final financial report to be provided at the quarter following the project financial closure</i>	

Unspent Balance exceeding USD 250 at the closure of the project would have to be refunded and a notification sent to the Administrative Agent, no later than three months (31 March) of the year following the completion of the activities.

### Ownership of Equipment, Supplies and Other Property

Matters relating to the transfer of ownership by the Recipient Non-UN Recipient Organization will be determined in accordance with applicable policies and procedures defined by the PBSO.

### Public Disclosure

The PBSO and Administrative Agent will ensure that operations of the PBF are publicly disclosed on the PBF website ([www.un.org/peacebuilding/fund](http://www.un.org/peacebuilding/fund)) and the Administrative Agent website ([www.mptf.undp.org](http://www.mptf.undp.org)).

### Final Project Audit for non-UN recipient organization projects

An independent project audit will be requested by the end of the project. The audit report needs to be attached to the final narrative project report. The cost of such activity must be included in the project budget.

### Special Provisions regarding Financing of Terrorism

Consistent with UN Security Council Resolutions relating to terrorism, including UN Security Council Resolution 1373 (2001) and 1267 (1999) and related resolutions, the Participants are firmly committed to the international fight against terrorism, and in particular, against the financing of terrorism. Similarly, all Recipient Organizations recognize their obligation to comply with any applicable sanctions imposed by the UN Security Council. Each of the Recipient Organizations will use all reasonable efforts to ensure that the funds transferred to it in accordance with this agreement are not used to provide support or assistance to individuals or entities associated with terrorism as

designated by any UN Security Council sanctions regime. If, during the term of this agreement, a Recipient Organization determines that there are credible allegations that funds transferred to it in accordance with this agreement have been used to provide support or assistance to individuals or entities associated with terrorism as designated by any UN Security Council sanctions regime it will as soon as it becomes aware of it inform the head of PBSO, the Administrative Agent and the donor(s) and, in consultation with the donors as appropriate, determine an appropriate response.

### **Non-UN recipient organization (NUNO) eligibility:**

In order to be declared eligible to receive PBF funds directly, NUNOs must be assessed as technically, financially and legally sound by the PBF and its agent, the Multi Partner Trust Fund Office (MPTFO). Prior to submitting a finalized project document, it is the responsibility of each NUNO to liaise with PBSO and MPTFO and provide all the necessary documents (see below) to demonstrate that all the criteria have been fulfilled and to be declared as eligible for direct PBF funds.

The NUNO must provide (in a timely fashion, ensuring PBSO and MPTFO have sufficient time to review the package) the documentation demonstrating that the NUNO:

- Has previously received funding from the UN, the PBF, or any of the contributors to the PBF, in the country of project implementation.
- Has a current valid registration as a non-profit, tax exempt organization with a social based mission in both the country where headquarter is located and in country of project implementation for the duration of the proposed grant. (NOTE: If registration is done on an annual basis in the country, the organization must have the current registration and obtain renewals for the duration of the project, in order to receive subsequent funding tranches).
- Produces an annual report that includes the proposed country for the grant.
- Commissions audited financial statements, available for the last two years, including the auditor opinion letter. The financial statements should include the legal organization that will sign the agreement (and oversee the country of implementation, if applicable) as well as the activities of the country of implementation. (NOTE: If these are not available for the country of proposed project implementation, the CSO will also need to provide the latest two audit reports for a program or project-based audit in country.) The letter from the auditor should also state whether the auditor firm is part of the nationally qualified audit firms.
- Demonstrates an annual budget in the country of proposed project implementation for the previous two calendar years, which is at least twice the annualized budget sought from PBF for the project.<sup>11</sup>
- Demonstrates at least 3 years of experience in the country where grant is sought.
- Provides a clear explanation of the CSO's legal structure, including the specific entity which will enter into the legal agreement with the MPTF-O for the PBF grant.

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<sup>11</sup> Annualized PBF project budget is obtained by dividing the PBF project budget by the number of project duration months and multiplying by 12.

**Annex C: Project Results Framework (MUST include sex- and age-disaggregated targets)**

Outcomes	Outputs	Indicators	Means of Verification/ frequency of collection	Indicator milestones
<p>Outcome 1:</p> <p>Young women and men, including from marginalized and indigenous groups, drive collaborative responses to address conflict around transhumance-related land and environmental issues in the target communities.</p> <p>(SDG 5- Gender Equality, SDG 10- Reduced inequalities, SDG 16- Peace, Justice and Strong Institutions)</p> <p><b>UPR 3rd cycle- 31st session (2018)</b></p> <p>Rec.121.144 Continue efforts to increase the presence of women in the decision-making process.</p> <p>Source of position: A/HRC/40/12/Add.1 - Para. 1</p> <p>121.102 Continue with determined efforts in promoting reconciliation and peaceful coexistence among the people irrespective of religious or any other differences</p> <p>Source of position: A/HRC/40/12/Add.1 - Para. 7</p>		<p>Outcome Indicator 1a:</p> <p>% of young women and men in the target communities who take action to influence conflict around land and environmental issues in their communities (disaggregated by gender, age, and group)</p> <p>Baseline: TBD</p> <p>Target: To be determined after baseline</p>	Baseline/Final Evaluation (Survey, KIIs, FGDs)	% change from baseline at endline, as determined by baseline values
		<p>Outcome Indicator 1b:</p> <p>% of community members who believe that young women and men can make a positive difference in bringing communities together to address conflict around land and environmental issues in the target communities (disaggregated by gender, age, and group)</p> <p>Baseline: TBD</p> <p>Target: To be determined after baseline</p>	Baseline/Final Evaluation (Survey, KIIs, FGDs)	% change from baseline at endline, as determined by baseline values
		<p>Output 1.1</p> <p>Target youth are equipped with the knowledge, skills, and networks to engage on and address transhumance-related land and environmental issues.</p>	<p>Output Indicator 1.1.1:</p> <p>% of trained young women and men who demonstrate increased knowledge of concepts related to leadership, non-adversarial advocacy, conflict analysis, and conflict transformation. (disaggregated by gender, age, and group)</p> <p>Baseline: 0</p> <p>Target: 80% of both young men and women (aged 15-35)</p>	Pre-/post-test, activity reports, endline
		<p>Output Indicator 1.1.2:</p> <p>% of trained young women and men who report feeling more confident in their ability to engage on and mitigate transhumance-related land and environmental issues (disaggregated by gender, age, and group)</p> <p>Baseline: 0</p> <p>Target: 80% of both young men and women (aged 15-35)</p>	Baseline/Final Evaluation (Survey, KIIs, FGDs)	80% by endline

	<p>Output 1.2</p> <p>Target youth advance collaboration on transhumance-related land and environmental issues within their communities.</p>	<p>Output Indicator 1.2.1:</p> <p>% of community members who trust interacting with members from “other groups” on transhumance-related land and environmental issues (disaggregated by gender, age, and group)</p> <p>Baseline: TBD Target: To be determined after baseline</p>	<p>Baseline/Final Evaluation (Survey, KIIs, FGDs)</p>	<p>% change from baseline at endline, as determined by baseline values</p>
		<p>Output Indicator 1.2.2:</p> <p># of action plans developed</p> <p>Baseline: 0 Target: 4</p>	<p>Activity Reports, Monitoring visits</p>	<p>4 by endline</p>
		<p>Output Indicator 1.2.3:</p> <p># of advocacy meetings held</p> <p>Baseline: 0 Target: At least 10</p>	<p>Activity Reports, Monitoring visits</p>	<p>At least 10 by endline</p>
		<p>Output Indicator 1.2.4:</p> <p># of community members participating in youth-led community initiatives (disaggregated by gender, age, and group)</p> <p>Baseline: 0 Target: At least 1,000 (350 women, 650 men)</p>	<p>Activity Reports, Monitoring visits</p>	<p>At least 1,000 by endline</p>
<p>Outcome 2:</p> <p>Young women and men increasingly lead communication and outreach initiatives that shift community perceptions around the value of collaborative approaches to respond to conflicts, and around youth’s role in them.</p> <p>(SDG 5- Gender Equality, SDG 16- Peace, Justice and Strong Institutions)</p>		<p>Outcome Indicator 2a:</p> <p>% of target community members who demonstrate increased support for/recognize the value of collaborative approaches to transforming conflicts as opposed to other non-collaborative approaches (disaggregated by gender, age, and group)</p> <p>Baseline: TBD Target: To be determined after baseline</p>	<p>Baseline/Final Evaluation (Survey, KIIs, FGDs)</p>	<p>% change from baseline at endline, as determined by baseline values</p>
		<p>Outcome Indicator 2b:</p> <p>% of young women and men in the target communities who take action to influence approaches to respond to conflict in their communities (disaggregated by gender, age, and group)</p>	<p>Baseline/Final Evaluation (Survey, KIIs, FGDs)</p>	<p>% change from baseline at endline, as determined by baseline values</p>

<b>UPR 3rd cycle- 31st session (2018)</b> 121.102 Continue with determined efforts in promoting reconciliation and peaceful coexistence among the people irrespective of religious or any other differences . <b>Source of position:</b> A/HRC/40/12/Add.1 - Para. 7		Baseline: TBD Target: To be determined after baseline		
	Output 2.1 Access to content highlighting youth-led, peaceful community solutions to land and environmental issues is increased.	Output Indicator 2.1.1: % of respondents in the target communities who regularly listen to our broadcasts that highlight youth-led, peaceful community solutions. (disaggregated by gender, age, and group)  Baseline: 0 Target: 75% among both men and women	Baseline/Endline (Survey, KIIs, FGDs)	75% by endline
		Output Indicator 2.1.2: # of radio broadcasts highlighting youth-led, peaceful community solutions to land and environmental issues produced with direct support and input from youth.  Baseline: 0 Target: At least 4	Production logs, Activity Reports	At least 4 by endline

## Annex E: Terms of Reference for Key Staff

Please find below the relevant terms of reference for key staff that will be involved in Search's proposed project. Kindly note that a revision process of Search CAR staff's job descriptions is currently underway. This may result in some minor changes but will not impact the overall duties and responsibilities listed below. Search remains available to share the updated descriptions once finalized, if requested.

<b>Job Description</b>	
<b>General Information</b>	
<b>Title of the position:</b>	Country Manager
<b>Organization:</b>	Search for Common Ground
<b>Supervisor:</b>	Regional Director for Central and East Africa
<b>Summary of the position</b>	
The Country Manager manages the overall program in the Central African Republic (CAR) from a programmatic and operational perspective, as well as leading on fundraising and donor relations. The Country Manager leads the CAR Country Team. This position reports to the Regional Director for Central and East Africa and collaborates closely with various Washington and Brussels-based divisions of Search, including the East Africa Team, the Institutional Learning Team, Communications, Finance and Operations.	
<b>Responsibilities</b>	

#### Key Area 1: Program Development and Implementation

- Define program priorities, plans and long-term strategy (in close collaboration with the Regional Director and project team)
- Oversee implementation of funded projects, collaborating with donors, partners, and other staff
- Manage the country program with the highest quality standards and with well-documented results
- Ensure sharing of results across different offices of Search Sudan, across Search and with external stakeholders
- Responsible for ensuring lessons learnt are applied to future programming
- Be well-informed about recent political developments in Sudan and sensitive to perceptions of gender in Sudanese society and culture
- Ensure that program planning and management effectively utilize available resources, and respond to gaps with fundraising and/or operational adjustments as needed
- Report to donors according to contractual deadlines with quality narrative and financial data
- Stay abreast of the international conflict transformation field to ensure that the program's work remains innovative and professional

#### Key area 2: Financial Management

- Directly oversee and manage the Finance Manager, ensuring financial compliance with the laws of Sudan, donor requirements, and Search procedures across the organization
- Maintain regular communication with Regional and HQ finance focal points on finance issues and ensure that the organization is ongoingly audit-ready
- Identify potential shortfalls and strategize with the organization's senior management as necessary to ensure the program's financial sustainability

#### Key area 3: Staff Management and Development

- Develop and manage a team of diverse staff members modelling effective communication and collaboration
- Participate in the recruitment and selection of highly qualified staff for this project, onboarding and ensuring ongoing staff opportunities for capacity development
- Strengthen the capacity of national staff and partners, developing capabilities to implement gender-sensitive programming beyond the project's duration
- Ensure compliance with Search's policies and procedures, Safety and Security policies, and Code of Conduct
- Ensure that country policies, contracts, and disciplinary procedures and processes conform to local labor laws
- Ensure an updated security and evacuation plan is in place to protect project staff and participants

**Percentage Funded Through PBF: 35%**

<b>Job Description</b>	
<b>General Information</b>	
<b>Title of the position:</b>	Project Manager
<b>Organization:</b>	Search for Common Ground
<b>Supervisor:</b>	Country Manager



## Summary of the position

The Project Manager will be responsible for implementing Search's project activities and methodologies in such a way that it creates avenues for peace, contributes to positive social and behavior change and increases audiences' resilience to disinformation. The Project Manager will ensure the quality and relevance of existing project activities and build partnerships with relevant government agencies and local youth organizations to support the project's objectives. As needed, the Project Manager will also be involved in supporting research and learning initiatives, evaluations, and project reporting and documentation of success stories that measure the change triggered by Search's activities.

## Responsibilities

- Facilitate the administration and achievement of concrete and sustainable contributions with the overall goal to improve resilience to disinformation in CAR using Search's Common Ground Approach, Media for social change methodology and an evidence-based approach;
- Ensure proper, timely implementation of project activities, taking into consideration the operational environment and potential security issues, and based on the principles of inclusivity and do no harm;
- Ensure that the project meets all its deliverables on time and the expected results are of high quality;
- Develop and nurture relations with relevant state, media, civil society, and other stakeholders at the national, regional and state level.

## Contributions

- Work with the various project internal actors to develop and implement a costed work plan for the project;
- Ensure excellent and timely project cycle management and prepare detailed and effective project planning, including developing and executing detailed work plans and budget projections;
- Oversee and lead outreach to key stakeholders and target audiences;
- Analyze the context within the scope of the project and provide inputs for regular context updates;
- Work closely with the M&E team to develop M&E plans and ensure reflective learning and capturing of expected results and to contribute to both project and internal institutional learning;
- Develop and maintain excellent relationships with all stakeholders including government, media, and civil society;
- Ensure adherence to Search policies and procedures by all project team members;
- Provide capacity building and support to the project team;
- Write and produce reports that include but are not limited to context updates, monthly reports, quarterly reports, success stories, and case studies;
- Ensure all donor and internal reports are submitted within the given deadlines and to the expected quality standards;
- Work closely with the DM&E Coordinator to monitor and track the project's progress and draw out results, success stories and lessons learned;

Other duties that are broadly in line with the above key contributions as assigned.

**Percentage Funded Through PBF: 100%**

<b>General Information</b>	
<b>Title of the position:</b>	Design, Monitoring & Evaluation Coordinator
<b>Organization:</b>	Search for Common Ground
<b>Supervisor:</b>	Country Manager
<b>Summary of the position</b>	
<p>The Design, Monitoring &amp; Evaluation (DM&amp;E) Coordinator will oversee all aspects of monitoring and evaluation, working in close coordination with Search’s Regional Institutional Learning Team (ILT) focal point to design M&amp;E tools and regularly monitor the project’s progress. The DM&amp;E Coordinator will also work closely with the Project Team and partner organizations to ensure the regular and timely collection of accurate and useful data that informs program implementation and results.</p>	
<b>Responsibilities</b>	
<ul style="list-style-type: none"> <li>● Overall responsibility for the quality and timeliness of DM&amp;E efforts, as well as the program’s contribution to regional DM&amp;E quality;</li> <li>● Ensure the availability and lead the development of strong project monitoring systems (e.g. common indicators, M&amp;E plans) and related data collection tools to monitor project activities;</li> <li>● Oversee baseline and evaluation processes, developing terms of reference and supporting the data collection and analysis as well as timely delivery;</li> <li>● Conduct regular monitoring missions in the project’s target areas, analyze data collected, and share findings with the program staff as part of reflection sessions to inform programming;</li> <li>● Review the quality of the data collected by other staff members and partners during activities and provide them with guidance;</li> <li>● Strengthen the capacity of Search’s partner organizations in monitoring and evaluation providing capacity building as needed;</li> <li>● Contribute to cross-organizational learning, including providing information, guidelines, lessons learned, and tested tools to the Regional Institutional Learning Team;</li> <li>● Report monthly and annual progress on all project activities to program management;</li> <li>● Suggest strategies to the Project Management for improving the efficiency and effectiveness of programming by identifying bottlenecks in completing project activities and developing plans to minimize or eliminate such bottlenecks;</li> <li>● Assist the project personnel with M&amp;E tools and in supporting them in their use;</li> <li>● Provide input and update information related to results and achievements for Search website</li> <li>● Oversee the communication and visibility aspects of the Sudan program, through written material, photos, success stories, updated website, social media and traditional media.</li> </ul>	
<b>Percentage Funded Through PBF: 35%</b>	

<b>General Information</b>	
<b>Title of the position:</b>	Finance & Administration Manager

<b>Organization:</b>	Search for Common Ground
<b>Supervisor:</b>	Country Manager

### Summary of the position

The Finance & Administration Manager will work closely with both the project and administrative teams, as well as Search's Regional Finance Team to ensure the effective financial management and tracking of the project. He/she will ensure compliance with all of Search's and the donor's policies and procedures as well as proper documentation and reporting.

### Responsibilities

- Coordinate with the Country Director and Project Team in developing and maintaining proactive, positive and professional relationships with partner organizations, key stakeholders, and the donor;
- Build the capacity of partners' in cash management, accounting recording, and financial reports as well as build the capacities of the program team in budget management and best practices to maintain a healthy financial status;
- Overall management of the project budget, tracking spending and ensuring accurate accounting and reporting procedures;
- Review and update Search- CAR's internal procedures, as needed, ensuring that they comply with both Search's policies and the donors' as well as CAR legislation;
- Work in close coordination with the project team to develop accurate budget projections, effectively monitor the budget, and provide analysis to ensure accurate spending as well as tracking expenditures and variances;
- Monitor funds, ensuring that up to date records of expenditures are kept and that they comply with budget allocations and donor requirements;
- Lead the Finance and Admin team in managing and monitoring the finances of the program, establishing and monitoring a system of checks and balances to ensure the program's financial stability and viability within the annual operating budget;
- Monitor account payables/receivables including all balance sheet accounts and provide monthly feedback;
- Ensure submission of accurate and timely quality monthly finance reports (MFR), monthly field office cash requests to HQ, where appropriate donor invoices/payment requests, quarterly financial management scorecards and other required reports to headquarters, ensuring HQ ledger matches CAR data;
- Maintain accurate and timely donor financial reports and correspondence with donors and Search's Regional Team on all financial matters;
- Coordinate internal and external audit where necessary;
- Review and provide input for all contracts, its fulfillment and process payments;
- Ensure Search CAR has a smooth functioning and efficient finance department by optimizing the use of IT and Search's internal financial management software, Intacct.

**Percentage Funded Through PBF: 35%**

### General Information

<b>Title of the position:</b>	Sub-grants Officer
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<b>organization:</b>	Search for Common Ground
<b>Supervisor:</b>	Project Manager
<b>Summary of the position</b>	
<p>The Subgrants Officer will provide oversight and management of the execution of Search grants within the framework of this project. He/she will be responsible for establishing and maintaining effective and productive relationships with partner organizations, and other local CSO and CBO subgrantees benefiting from the allocation of 40% of the project budget. The Subgrants Officer will report to the Project Manager.</p>	
<b>Responsibilities</b>	
<ul style="list-style-type: none"> <li>● Support subgrant recipients in the proper management of their grants;</li> <li>● Ensure technical, financial, and administrative compliance with Search and donors' subgrant management/reporting procedures;</li> <li>● Maintain sub-grant financial tracking systems and share relevant information with the senior management team as appropriate;</li> <li>● Ensure all sub-grantee expenditures are allowable, allocable, and reasonable according to the approved budgets in the grant agreement and contributory to gender equality and women's empowerment;</li> <li>● Review sub-grantees' cash requests and financial reports to ensure the amounts requested are eligible, well-documented and in line with the sub-grant agreement terms of payment;</li> <li>● Provide and supervise training and capacity building activities to subgrantees on financial reporting procedures and mechanisms;</li> <li>● Analyze narrative and financial reports as well as all supporting documents for expenses incurred in the context of grants;</li> <li>● Maintain communication and relationships with local partners and subgrantees, to ensure their feedback is included in project management;</li> <li>● Alert the Program Manager and Business Officer regarding any performance or financial reporting issues;</li> <li>● Conduct monthly reconciliations with the finance team to ensure sub-grant finance records are up to date.</li> </ul>	
<b>Percentage Funded Through PBF 100%</b>	

<b>General Information</b>	
<b>Title of the position:</b>	Media Coordinator
<b>Organization:</b>	Search for Common Ground
<b>Supervisor:</b>	Project Manager
<b>Summary of the position</b>	

The Media Coordinator will be responsible for the coordination and implementation of all media activities under the supervision of the Project Manager and work in close contact with Search's Regional Media Experts, the Radio Technician, and the project team. The Media Coordinator will maintain communications and close relations with Radio Ndélé to provide support and ensure the quality and relevance of radio programming. In particular, the Media Coordinator will be the main focal point for the radio campaign aimed at shifting community perceptions around the value of collaborative approaches and around youth's leadership potential. He/she will regularly report to the Project Manager on the program's media activities.

### Responsibilities

- Organize and facilitate a campaign planning workshop for previously trained journalists from Radio Ndélé and YPCs, to jointly identify target audiences, design relevant messages and products to be broadcast;
- Help develop key messages for the campaign and advise on what products would work best to meet project objectives and achieve impact;
- Ensure for conflict- and gender-sensitive radio programming that allows for large-scale dissemination of accessible, clear and accurate information to audiences and populations;
- Work in close coordination with the Radio Technician in the development of radio products;
- Oversee the smooth broadcast and running of the radio campaign by Radio Ndélé, providing expert backstopping and technical troubleshooting;
- Work in close coordination with the DM&E Coordinator to monitor the quality of radio programming;
- Report to the Project Manager on progress and any issues that arise to ensure smooth and effective implementation of the program's radio programming;
- Stay up-to-date with potential threats stemming from conflicts with regard to pastoralism, climate change, and youth involvements in the projects;
- Uphold relations with the Haut Conseil pour la Communication (CAR's Communication Authority) and other media actors to monitor government trends with regard to media freedom and develop media content in a professional and conflict-sensitive manner.

**Percentage Funded Through PBF 35%**

### General Information

<b>Title of the position:</b>	Radio Technician
<b>Organization:</b>	Search for Common Ground
<b>Supervisor:</b>	Project Manager

### Summary of the position

The Radio Technician will work closely with Search's Media Coordinator, under the supervision of the Project Manager, to support the development and broadcast of radio products for a media campaign to shift community perceptions around the value of collaborative approaches and around youth's leadership potential. The Radio Technician will work directly with Radio Ndélé to support

the production of conflict- and gender-sensitive radio products and will report regularly to the Media Coordinator.

### **Responsibilities**

- Work with local partners to produce radio programming aimed at disseminating the main findings of the youth-led research and on highlighting real-life, positive examples of conflict prevention around land and environmental issues emerging from youth-led community initiatives;
- Ensure that local radio partners are well-versed in Common Ground Journalism techniques and are able to produce programming in a way that is both conflict- and gender-sensitive;
- Assist partner radio program staff in arranging talk shows and interviews (depending on the formats chosen);
- Ensure that radio partners are aware of the objectives of this program and possess the tools they need to design, produce, edit, and broadcast radio programming to promote inclusion and gender equality effectively;
- Prepare, produce and/or record interviews (in the field or at the studio), news, sound or music for the programs; and set up elements, write scripts, mix and present programs;
- Maintain regular communication and coordination with partner radio stations, ensuring project partners and key stakeholders are able to input into the design of radio programming;
- Work closely with the M&E Coordinator to monitor the quality of radio programming and ensure that feedback mechanisms are in place;
- Frequently report to the Project Manager on progress and any issues that arise to ensure smooth and effective implementation of the program's radio activities.

**Percentage Funded Through PBF: 35 %**

**For MPTFO Use**

<b>Totals</b>	
	<b>SEARCH FOR COMMON GROUND</b>
<b>1. Staff and other personnel</b>	\$ 219,696.15
<b>2. Supplies, Commodities, Materials</b>	\$ 14,300.00
<b>3. Equipment, Vehicles, and Furniture (including Depreciation)</b>	\$ 12,225.00
<b>4. Contractual services</b>	\$ 28,000.00
<b>5. Travel</b>	\$ 6,775.00
<b>6. Transfers and Grants to Counterparts</b>	\$ 300,000.00
<b>7. General Operating and other Costs</b>	\$ 166,667.40
<b>Sub-total</b>	\$ 747,663.55
<b>7% Indirect Costs</b>	\$ 52,336.45
<b>Total</b>	<b>\$ 800,000.00</b>

<b>Performance-Based Tranche Breakdown</b>		
	<b>SEARCH FOR COMMON GROUND</b>	<b>Tranche %</b>
<b>First Tranche:</b>	\$ 280,000.00	35%
<b>Second Tranche:</b>	\$ 280,000.00	35%
<b>Third Tranche:</b>	\$ 240,000.00	30%
<b>TOTAL</b>	<b>\$ 800,000.00</b>	