



CONSULTANCY SERVICES - INDIVIDUAL CONSULTANT

**CONSULTANCY SERVICES ON SECURITY SECTOR REFORM (SSR)
IN THE KINGDOM OF LESOTHO**

REFERENCE No.: AUC/PAPS/C/028

General Background

In June 2016, the Southern African Development Community (SADC) and the African Union Commission collaborated to provide technical support to the Kingdom of Lesotho in holding of a Technical Workshop on Security Sector Reforms (SSR), as well as preparations of the roadmap for Constitutional Reforms and implementations thereof.

The main outcome of the workshop was that there is general agreement among national stakeholders that SSR should be implemented in Lesotho, and that appropriate institutions, resources and legal frameworks should be put in place to ensure successful implementation. Under SADC facilitation, a Memorandum of agreement on Lesotho reforms process was signed in August 2018, and recommended the establishment of the National Reform authority, whose role is to coordinate, to manage and lead the reforms process. The Peace and Security Council held on 12 October 2018 commanded the leadership of the defence and security services of the Kingdom of Lesotho for the commitment to ensure the successful implementation of security sector reforms and encouraged the defence and security services to remain professional, apolitical, respect the country's constitution and to submit to civilian authority.

Based on the 2013 AU SSR Policy Framework which tasked the African Union to partner with and support the national SSR activities of Member States and offer the necessary assistance as required, the African Union Commission (AUC), in close collaboration with SADC, wishes to provide a continued support to the Government of Lesotho in its efforts in SSR process, through the National Reform Authority (NRA).

Against this background, the AU Commission intends to recruit a senior SSR Consultant to be deployed to Lesotho, for four (4) months.

Objective of the Assignment

The key objective of the assignment is to provide technical support to the Kingdom of Lesotho for the reform of its security sector, within the relevant national policy frameworks, and with the AU SSR Policy framework principles. This will also be done in close collaboration with SADC Secretariat.

Scope of the Assignment

The consultant will work under the guidance supervision of the Lesotho National Reform Authority in close collaboration with the Disarmament, Demobilization and Reintegration (DDR)/ Security Sector Reform (SSR) and Division in the Governance and Conflict Prevention Directorate of the AU Commission.

The scope of the assignment will entail following:

1. Technical assistance to the NRA in line with its mandate and mission
2. Assist in the development of appropriate and accepted methodology for national and regional consultations on SSR;
3. Advise the national authorities on appropriate and inclusive SSR mechanisms, structures and processes that can be used to achieve national SSR objectives;
4. Advise the National Reform Authority on the different options to support SSR activities in the Lesotho, in line with existing national security strategies and the AU Policy Framework on SSR;
5. Through the NRA, consult with the relevant national authorities, including civil society, the United Nations, the international community, and other stakeholders on SSR issues in the country;
6. Facilitate meetings and discussions on SSR at experts level to inform decision-making
7. Submit monthly reports on results, and final report to the NRA, copying the Head DDR/SSR Division, highlighting achievements, challenges and way forward for the Kingdom of Lesotho in implementing SSR;

Effort and Time Frame

The assignment is estimated to require eight (88) work-days. The assignment will begin as soon as the consultants have been selected. The consultants will be required to provide the reports outlined below.

Key deliverables

The following will be the key deliverables:

- a) Inception report following consultations with the National Reform Authority first week of commencing the assignment/ 10% of the fee shall be paid after approval of inception report
- b) Thirty days (30) after commencing the assignment and based on availability of resources, assist NRA to organize at least three (3) sensitization/training sessions for senior officials from defense and security sector and other state (Justice, Parliament,

etc..) and non-state actors (Civil society, think tanks, academicians..) on SSR and national security strategy; and produce related reports/ 20% of the fee shall be paid after approval of the report on implementation of the workshops.

- c) Draft a framework of the SSR coordination mechanism twenty (20) days after SSR sensitization trainings sessions. 20% of the fee shall be paid after the approval of draft SSR coordination framework
- d) Produce a work plan and methodology of drafting the national Security Sector Policy and national security Strategy sixty (60) days after commencing the assignment. 30% of the fee shall be paid after the approval of draft work plan/methodology of the SSR and national Security Strategy Policies.
- e) Draft a work plan and methodology related to the amendments of laws governing the security Sector in Lesotho in line with Plenary II decisions, seventy (70) days after commencing the assignment: 10% of the fee shall be paid after the approval of the work plan and methodology of the amendment of security sector laws.
- f) Assist in the formulation of proposals for fundraising for the SSR process eighty (80) days after commencing the assignment: 10% of the fee shall be paid after the approval fundraising proposal
- g) Monthly progress reports;

Assignment Management and Administration

The supervision of the assignment shall be done by the leadership of Lesotho National Reform Authority.

The consult shall contact the DDR/SSR Division under Governance and Conflict Prevention Directorate of the AU Political Affairs and Peace and Security Commission for guidance on the implementation of the activity, as may be necessary.

Consultancy Fees

A fixed sum of **USD 32,300** is envisaged as the total consultancy fees for this assignment. The payment will be phased in accordance with the various stages of the assignment and is inclusive of all assignment costs and profits as well as tax obligations that may be imposed on the Consultant.

Initial air travel to and from the duty station, will be provided by the Commission under the principle of economy cheapest and most direct route, in accordance with the AU Rules and Regulations.

Selection Criteria

Education

Minimum of Advanced University degree (Master's degree) in Political Science, Law, International Relations or any related Social Sciences; or security sector related background.

Experience

1. At least 7 years in SSR. Recognized courses in security-related field will be added advantage.
2. Experience in the implementation of the AU Policy frameworks including the Common African Defense and Security Policy and the AU SSR Policy Framework is required.
3. Have the ability to conduct high level discussions and to work closely with high level government representatives, military and police officials, civil society representatives and multi-lateral institutions, and development partners in complex peace and security environment with multiple interests.
4. Experience in training, facilitation, conflict management or peace processes, is desirable.
5. Have excellent analytical and drafting skills; and ability to clearly speak in public use Power Point.
6. Knowledge of SSR concepts, terminology, and policy literature particularly on the African continent is required.
7. Demonstrate interest in following up new developments in SSR and show willingness to learn from others.

Language

Fluency in English, oral and written is essential.

The African Union Commission now invites eligible **Individual Consultants** to indicate their interest in providing the Services. Interested candidate must provide information demonstrating that he/she has the required qualifications and relevant experience to perform the Services. A Consultant will be selected in accordance with the Individual Selection method set out in the AU Procurement Manual V.2.0.

Evaluation and qualification criteria

For evaluation of the expressions of interest the following criteria will be applied:

- a) General Education Qualification and Relevant Training (30 points);
- b) Experience Related to the Assignment (70 points);

Interested candidates are requested to submit the following documents for AUC's consideration as an attachment to their CVs:

- a) Document required:
 - Cover letter - Understanding of the assignment / TOR
 - CVs

Further information can be obtained at the address below during office hours 8:00-13:00hrs and 14:00-17:00 hours Local Time.

Proposal must be delivered in a written form to the address below not later than **15:00 hours local time, May 13, 2021**.

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