



TERMS OF REFERENCE

EXPRESSIONS OF INTEREST (EOI)

Ref. AUC/PAPS/GCPD/C/011

CONSULTANCY SERVICES ON SECURITY SECTOR REFORM (SSR) AND DISARMAMENT, DEMOBILIZATION AND REINTEGRATION (DDR) TO BE DEPLOYED TO AU MISSION IN SOUTH SUDAN (AUMISS).

1. Background

The South Sudan, after two years of independence on 9 July 2011, entered in a violent conflict on 23 July 2013 for six years, due to political differences between key political actors. An ethnic conflict erupted within the army in Juba, tragically spreading to the civilian population beyond the capital; and leading to a humanitarian disaster. With support of international community, a peace agreement was signed in 2015.

However, this peace agreement was short-lived as it was followed by resurgence of conflict in 2016. A Revitalized Agreement on the Resolution of the Conflict in the Republic of South Sudan (R-ARCSS) was signed on 12 September 2018.

The revitalized Peace Agreement in its Chapter 2, well defined Mechanisms for Security Arrangements and their timeline, including the establishment of specialized bodies to facilitate the process. It provided that the warring parties have to observe permanent cease fire, to ensure sustainable peace, and facilitate the operationalization of the Disarmament, Demobilization and Reintegration (DDR) and Security Sector Transformation (SST/SSR).

Nonetheless, the effective operationalization of DDR and SST/SSR is still a challenge due to persistent political, security and technical challenges.

Based on the request of the Member State and Peace and Security Council (PSC) decisions, the AU Commission deployed a DDR/SSR Consultant to the country from November 2023 to February 2024, to provide technical support to South Sudan with a view to addressing issues relating to Disarmament, Demobilization and Reintegration (DDR) and security sector reform (SSR), as well as the collection of weapons currently in illegal hands.

During this period, the consultant supported the Member State to develop several key guidelines to advance DDR/SSR processes, under coordination of the national Strategic Defence and Security Review Board (SDSRB). A stakeholders' meeting to review and validate these DDR and Security Sector Transformation (SST) guidelines was held in July 2024.

Given that the initial deployment period did not sufficiently cover the full scope of support needed, the SDSRB has requested a continued assistance on technical matters,

particularly concerning Security Sector documents, as outlined in Chapter II, Article 2.5 of the R-ARCSS 2018, and in alignment with the SSR guidelines previously prepared by the consultant.

Furthermore, is recalled that the Peace and Security Council (PSC) of the African Union (AU) at its 1219th meeting held a meeting on 28 June 2024, on Consideration and Adoption of the Report of the PSC Field Mission to South Sudan, conducted from 23 to 26 June 2024. This PSC meeting urged responsible authorities in all parts of the country affected by intercommunal violence to devise inclusive processes of holistically addressing the root causes, including DDR programs and stockpile management of Small Arms and Light Weapons, with a view to promoting durable peace and security in these areas.

Against this background, the Commission, intends to deploy a senior DDR/SSR consultant with additional experience in Arms Management, for **One Hundred Twenty-Five days (125) starting in November 2024**, to support the Member State with the necessary technical assistance in planning and implementing DDR/SSR process through the AU Mission in South Sudan (AUMISS).

2. Objective of the Assignment

The extended expert deployment aims to assist the Member State in planning and executing ongoing national DDR/SSR processes by: i) reviewing and finalizing draft documents with the SDSRB, ii) developing strategic models and providing guidance on best practices for SSR, DDR, and arms management, and iii) creating actionable programs for implementation.

3. Scope of the Assignment

The consultant will work under the supervision of the Special Representative of the Chairperson of the AU Commission (SRCC) and Head of the AU Mission in South Sudan (AUMISS). The SRCC will collaborate closely with the Directorate of Governance and Conflict Prevention (GCP) within the Political Affairs, Peace and Security (PAPS) Department, specifically through the Disarmament, Demobilization, and Reintegration (DDR)/SSR Division.

Under guidance of the SRCC, the Scope of the Assignment will entail to following:

1. Through the AUMISS office, provide technical assistance to the Government of South Sudan to engage in a national strategic vision towards the implementation of Security arrangements provisions, in line with the R-ARCSS.
2. Support the AU SRCC and Head of AUMISS in his efforts to advice the Government of South Sudan to:
 - Review and finalize the drafted documents with the SDSRB,
 - Develop strategic models and offer guidance on best practices for SSR, DDR and arms management,
 - Create actionable programs for implementation.
3. Consult regularly with Mechanisms and specialized bodies for Security Arrangements, or advice on their establishment if required.

4. Support the AUMISS to provide inputs on DDR/SSR initiatives involving national state and non-state actors, with especial focus on gender mainstreaming aspects to ensure increased women participation in Security Sector.
5. Provide general advice and guidance on strategic aspects on other portfolios linked to SSR and DDR including CVR and Arms control.
6. Liaise regularly with national authorities, regional Mechanisms, the United Nations and other partners, to identify synergies and areas for cooperation and mutual support at the various institutional levels in South Sudan.
7. Assist AU in efforts to mobilize and coordinate international assistance related to DDR/SSR and SALW initiatives.
8. Work closely with the AUC/GCP Directorate to ensure that assigned tasks are implemented according to good practice and standards set by the AU Policy Framework on SSR, DDR and SALW programs.

4. Effort and Time Frame

The assignment is estimated to require **One Hundred Twenty-Five (125) work-days**. The assignment will begin as soon as the consultant has been recruited, and his/her deployment is expected to start in November 2024. The consultant will be required to provide the reports outlined below.

5. Specific deliverables

The consultant will be required to provide following key deliverables:

1. Inception report following guidance through induction meeting with Special Representative of the Chair Person of the AU Commission (SRCC) and Head of AUMISS, in close collaboration with the AUC GCPD-DDR/SSR Division. The report shall be submitted within seven (7) days from commencement of the assignment. The Commission shall pay 20% of the fee upon approval and acceptance of inception report.
2. Provide technical assistance to the SDSRB to finalize or initiate the development of a number of key SST documents including 1) a Strategic Security Assessment (SSA), 2) a Security Policy Framework (SPF), 3) a Defence Policy (RDP), 3) a Security Sector Transformation (SST) Roadmap, and 4) White Paper on Defence and Security; after Sixty (60) days from commencement of the assignment, upon which 50% of the fee shall be paid to the Consultant, upon approval of the documents.
3. Provide technical Support to organize a National Stakeholders consultative meeting on Security Sector Transformation to review, provide inputs and validate relevant produced documents, before their submission for approval by relevant national legislation bodies; after Hundredth (100) days, from commencement of the assignment, upon which 20% of the fee shall be paid to the Consultant, upon approval of the documents.
4. Provide technical support to design updated approaches related to the deployment and training of Necessary Unified Forces (NUFs) and to the establishment of a framework of strategic vision in designing and implementing DDR/CVR, and Arms management Policies and Strategies. This Report shall be submitted after one Hundred Twenty-Five (125) days from commencement of the assignment, upon which 10% of the remaining fee shall be paid to the Consultant, upon approval of the document.

5. Assignment Management and Administration

The immediate supervision of the assignment shall be done by AU SRCC and Head of AUMISS. The DDR/SSR Division, under the Directorate for Governance Prevention, as the focal point at the AU Commission, will work closely with the SRCC team on the execution of the activities and delivery of the expected deliverables.

6. Consultancy Fees

The Consultant will be paid a fixed fee of **US Dollars 48 000** (Forty-Eight Thousand) for the assignment. The payment will be phased in accordance with the various deliverables as indicated above, and is inclusive of all costs and profits as well as tax obligations that may be imposed on the Consultant.

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

7. Qualifications

The consultant should be a holder of a minimum of an advanced University degree (Master) in the field of Political Science, Law, International Relations or any related Social Sciences. Having a certification on an internationally recognized course on Security Sector Reform or on Disarmament, Demobilization and Reintegration (DDR) would be an added advantage,

8. Experience

- a. At least ten (10) years of work experience on peace and security issues, with five (5) of such years devoted to work related to security sector reform or disarmament, demobilization and reintegration and conflict management on the African continent
- b. Have the ability to conduct high level discussions and to work closely with high level representatives of governments, military officials, NGOs and multi-lateral institutions in complex peace and security environments with multiple interests;
- c. Experience in providing training, facilitation, conflict management or peace processes especially in the African context, especially in IGAD region and in South Sudan specifically, will be a clear added advantage;
- d. Be computer literate and well versed in the use of the Internet, Power Point, Excel and Word. Keep abreast with other available technology;
- e. Have excellent writing, negotiating, analytical and communication skills.

9. Required Skills

- Significant knowledge of SSR, DDR, SALW concepts, terminology, and research and policy literature, particularly on the African continent is required.
- Have proven interest in following developments in the security sector in Africa.
- Excellent writing skills and ability to clearly communicate both in writing and speaking, including public speaking and Power Point presentations.
- Good interpersonal skills.

10. Languages

Proficiency in oral and written English is required.

Evaluation and qualification criteria

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

- a) General Education Qualification and Relevant Training (40 points);
- b) Experience Related to the Assignment (40 points);
- c) Cover letter (understanding of the assignment /TOR (20 point)

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

The deadline for submission of proposals is **15:00 hour's local time (Addis Ababa Time)** on **October 18th 2024**. Late submissions shall not be accepted and shall be rejected.

Proposal must be delivered in a written form to the address below not later than **15:00 hours on October 18th 2024**

Tender@africa-union.org and Cc: AssanoY@africa-union.org

Supply Chain Management Division

The African Union Commission;

P. O. Box 3243;

Roosevelt Street

3rd Floor, Building C

Addis Ababa, Ethiopia

NB: The Title of the Bid and Procurement reference number should be clearly indicated.