



Date:05/07/2026

Terms of Reference (TOR) Trainer in Facilitating Dialogue Sessions

Introduction

Taawon for Conflict Resolution is an independent Palestinian non-profit organization established in 2002. The organization works with various Palestinian civil society and official institutions with the aim of reducing the negative impacts of conflict by promoting social justice, civil peace, human rights, tolerance, participation, and peaceful conflict resolution.

Within the framework of the "Popular Dialogue: Reviving the Two-State Solution within the Palestinian Community" project, implemented by Taawon for Conflict Resolution in partnership with the Palestinian Peace Coalition and funded by the European Union, Taawon seeks to contract a Trainer with demonstrated expertise in dialogue skills, managing difficult conversations, and facilitating dialogue sessions and public discussions to design and deliver a two-day training workshop to be held in Ramallah.

1. The training will cover the following key topics:

1. Concepts, principles, and core skills of dialogue.
2. Principles of effective dialogue, including active listening, effective questioning, mutual respect, and constructive communication.
3. Dialogue facilitation techniques, including discussion structuring, time management, participant engagement, and facilitation of public discussions.

Duties and Responsibilities

The Trainer shall be responsible for:

1. Developing and submitting a detailed training plan outlining the learning objectives (knowledge, skills, and attitudes), expected learning outcomes, training methodology, and session agenda. The training plan shall be shared with Taawon for Conflict Resolution for review and prior approval.
2. Applying participatory and interactive training methodologies, including case studies, practical exercises, simulations, and other experiential learning approaches.
3. Preparing all training materials, presentations, case studies, and practical exercises prior to the training, and submitting them to Taawon for review and approval before



implementation. The approved materials will also be shared with the donor for final clearance.

4. Designing pre-training and post-training evaluation tools to assess participants' learning outcomes. The evaluation tools must be approved by Taawon prior to the commencement of the training.

Required Qualifications

The Trainer should possess the following qualifications:

1. A minimum of five (5) years of demonstrated professional experience in delivering specialized training.
2. A minimum of a Bachelor's degree in Political Science, International Relations, Sociology, Psychology, Community Development, Law, Education, Peace and Conflict Studies, or another relevant discipline.
3. Proven expertise in applying adult learning methodologies and participatory training approaches, including group work, presentations, facilitated discussions, and case-study-based learning.
4. Demonstrated ability to effectively engage and work with the target audience.
5. Excellent communication, facilitation, and discussion management skills.
6. Proven experience in preparing professional training reports.

Duration of the Consultancy

The assignment includes two (2) days of training, and the exact training dates will be agreed upon in coordination with "Taawon for Conflict Resolution."

Expected Deliverables

The Trainer shall deliver the following:

1. Conduct a two-day training workshop for 20 participants covering the topics outlined above.
2. Submit a final training report that includes:
 - o A summary of the training sessions and topics covered.
 - o An overview of participant engagement.
 - o Results of the pre- and post-training evaluations.
 - o Photographs documenting the training sessions.

Technical Proposal

Interested applicants are requested to submit a technical proposal including:



1. An updated Curriculum Vitae (CV) demonstrating relevant experience.
2. A brief description of the proposed training methodology and training materials.
3. A comprehensive technical proposal.

Financial Proposal

The financial proposal must be submitted separately from the technical proposal using the following format:

Item	Unit	Quantity	Unit Price (EUR)	Total Price (EUR)
Training on Dialogue Skills and Dialogue Facilitation	Day	2		

Total Price (EUR), inclusive of income tax

Important Notes

- The financial proposal shall include all costs associated with the assignment, including transportation, preparation of training materials, and any other expenses required to successfully deliver the training.
- Interested candidates are requested to submit both the Technical Proposal and Financial Proposal no later than 8 July 2026 via email to taawon@taawon4youth.org.
- The proposal should be addressed to Taawon for Conflict Resolution.
- All prices must be quoted in Euro (EUR) and be inclusive of applicable income tax.

Thank you for your cooperation.

Project Coordinator
Jamila Mansour