

COMMISSION DU BASSIN DU LAC TCHAD



LAKE CHAD BASIN COMMISSION

***TECHNICAL SUPPORT PROJECT FOR THE RESTORATION OF THE
ECOLOGICAL AND ECONOMIC FUNCTIONS OF THE LAKE CHAD BASIN
(PARFEBALT)***

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Terms of Reference

**RECRUITMENT OF A CONFLICT PREVENTION AND
MANAGEMENT EXPERT FOR THE PROJECT COORDINATION
UNIT OF THE TECHNICAL SUPPORT PROJECT FOR THE
RESTORATION OF THE ECOLOGICAL AND ECONOMIC
FUNCTIONS OF THE LAKE CHAD BASIN (PARFEBALT)**

May 2026

1. Background and Rationale

The **Lake Chad Basin Commission (LCBC)** is an intergovernmental organisation established in 1964 by the States bordering Lake Chad to ensure the **sustainable and equitable management of the Basin's water resources, the preservation of associated ecosystems, and the promotion of regional integration**. It provides the institutional framework for cooperation among Cameroon, Niger, Nigeria, the Central African Republic and Chad, and plays a strategic role in promoting stability, economic development, natural resource management and climate resilience throughout the Lake Chad Basin.

Over the years, the LCBC has implemented several major initiatives, supported by its technical and financial partners, notably the African Development Bank Group (AfDB). These initiatives have focused on ecosystem rehabilitation, strengthening community resilience, improving water governance, and promoting regional security and stability. They include flagship programmes such as PRODEBALT, PRESIBALT and PARSEBALT, through which the Commission has developed substantial operational and institutional experience.

Despite these efforts, the Lake Chad Basin continues to face significant challenges, including ecological degradation and a shrinking surface area; increasing climate variability; growing demographic and anthropogenic pressures; limited availability and reliability of hydrometeorological data for informed decision-making; persistent insecurity; and institutional and socio-economic fragility across the region.

In response to these challenges and in line with regional strategic orientations, the LCBC adopted the Strategic Action Programme (SAP) for the Lake Chad Basin in 2022, covering the period 2023-2035. Within this framework, the AfDB is supporting Member States through the Technical Support Project for the Restoration of the Ecological and Economic Functions of the Lake Chad Basin (PARFEBALT).

The project aims to:

- Strengthen hydrological, hydrogeological and ecological knowledge of the Basin;
- Prepare and structure a major regional investment programme;
- Improve gender- and conflict-sensitive water governance;
- Support the mobilisation of international financial resources;
- Strengthen the institutional capacities of the LCBC;
- Contribute to climate resilience and regional stabilisation.

To ensure effective implementation in line with AfDB standards and Member State requirements, it is essential to establish a dedicated, multidisciplinary and fully operational **Project Management Unit (PMU)**. The PMU, hosted within the LCBC's Technical Department, will be responsible for the planning, implementation, technical oversight, fiduciary management, monitoring and evaluation of PARFEBALT.

To support the Project Coordination Unit in monitoring activities, LCBC intends to recruit a **Conflict Prevention and Management Expert**-consultant for the implementation of PARFEBALT.

2. Responsibilities of the Conflict Prevention and Management Expert

The Conflict Prevention and Management Expert will provide technical expertise and knowledge of conflict dynamics, particularly in the Lake Chad Basin, and contribute to the implementation of LCBC's Regional Stabilisation Strategy.

- The expert will contribute to conflict-sensitive approaches during the implementation of the project;
- Ensure conflict prevention, promote peace and strengthen conflict-management capacities at the local, national and regional levels;
- Ensure that conflict-related issues are taken into account when formulating the regional development project to be developed under the Technical Support Project;
- Ensure the systematic integration of the "Do No Harm" principle into project implementation and monitoring;
- Contribute to preventing conflicts related to access to natural resources, particularly land-related conflicts between farmers and herders, conflicts between herders and fishers, and conflicts related to the management of artificial fishing channels, among others.

With solid expertise in mediation, negotiation and strategic communication, he/she shall operate in sensitive, multicultural contexts to foster dialogue, reduce tensions and establish sustainable mechanisms for social peace.

3. Required Profile

- A Master's degree or a PhD in International Relations, Political Science, Conflict Resolution, Mediation, Human Rights, or a related field;
- At least five (5) years' professional experience in peace, conflict prevention and conflict management, preferably in Africa;
- Experience in training and capacity-building in peacebuilding and conflict resolution;
- In-depth knowledge of conflict and peace-related issues in Africa, including the identification of the root causes of conflicts, the dynamics of violence, and the design of prevention strategies and peace processes;
- Sound command of conflict-prevention and conflict-management tools and methods, including conflict analysis and mapping, mediation and dialogue facilitation, negotiation and crisis management, among others;

- Experience in developing projects focused on conflict prevention, mediation, peaceful conflict resolution, reconciliation and peacebuilding;
- Experience in facilitating dialogue and mediation among conflict stakeholders;
- Ability to support the establishment of conflict-prevention and conflict-management mechanisms at the local and national levels;
- Experience in designing, implementing and evaluating peacebuilding and conflict-prevention projects;
- Sound command of conflict-analysis methodologies and approaches, particularly Project Conflict Analysis (PCA);
- Excellent knowledge of the African regional context, including socio-political, security and community dynamics, as well as institutional and non-State actors;
- Specific expertise in natural resource management in Sahelian contexts;
- Knowledge of international and regional legal and policy frameworks relating to peace and security;
- Experience in designing a peacebuilding and conflict-resolution tool.
- Have full professional proficiency, both written and spoken, in French or English. Knowledge of both languages is an asset;
- Demonstrate the highest standards of ethics, integrity and transparency.

4. Contract Duration

The contract for the Conflict Prevention and Management Expert shall be for one year, renewable for the duration of the project, with a probationary period of three (3) months. The consultant's performance will be evaluated annually, and any contract renewal will be conditional upon a performance assessment deemed satisfactory by the Lake Chad Basin Commission.

5. Application File

The application file will include the following documents:

- a) Letter of motivation
- b) A detailed, dated, signed and certified Curriculum Vitae highlighting the candidate's qualifications, professional experience and competencies, and including at least two (2) relevant references with full contact details of previous employers;
- c) Copies of legally certified diplomas and employment certificates.
- d) Female candidates are strongly encouraged to apply.

6. Evaluation Criteria

Consultants will be evaluated based on their application files, according to the following criteria and scoring scale:

Criteria	Sub-criteria	Marks
Academic Qualifications	A Master's degree in International Relations, Political Science, Conflict Resolution, Mediation, Human Rights or a related field.	8
General Experiences	At least five (5) years' professional experience in peace, conflict prevention and conflict management, preferably in Africa	7
Specific Experience	Experience in training and capacity-building in peacebuilding and conflict resolution	7
	In-depth knowledge of conflict and peace-related issues in Africa, including the root causes of conflicts, dynamics of violence and peace processes	8
	Experience in developing projects focused on conflict prevention, mediation, peaceful conflict resolution, reconciliation and peacebuilding	15
	Experience in facilitating dialogue and mediation among conflict stakeholders	10
	Experience in designing, implementing and evaluating peacebuilding and conflict prevention projects	10
	Sound command of conflict-analysis methodologies and approaches, particularly Project Conflict Analysis (PCA);	5
	Excellent knowledge of the African regional context, including socio-political, security and community dynamics, as well as institutional and non-State actors;	10
	Specific expertise in natural resource management in Sahelian contexts;	5
Technical Skills	Knowledge of international and regional legal and policy frameworks relating to peace and security	5
	Sound command of conflict-prevention and conflict-management tools and methods, including conflict analysis, mediation, and negotiation, among others.	5
Knowledge of the Area	Knowledge of the Lake Chad Basin	5
Total		100

The minimum score required to be shortlisted is 75 points out of 100.

The candidate with the highest total score above the minimum will be invited to negotiate a contract.

In the event of final selection, the following documents shall be required:

- Original copies of the declared academic diplomas and employment certificates;
- A copy of a criminal record certificate issued within the last three (03) months;
- A medical certificate and follow-up report issued by a licensed medical practitioner.

7. Duty Station

The duty station is N'Djamena, Chad.

The Lake Chad Basin Commission guarantees equal opportunities for all candidates, actively promotes diversity within its workforce, and applies a zero-tolerance policy towards fraud and corruption. No fees or payments are required at any stage of this recruitment process. Only shortlisted candidates will be contacted.