

**Terms of Reference: PAR Consultant
December 2021**

Job title	Participatory Action Research (PAR) Consultant
Reports to	Research Manager
Institute	The Dallaire Institute for Children, Peace and Security
Duration	3-months with possibility of extension

About the Dallaire Institute for Children, Peace and Security

The Roméo Dallaire Child Soldiers Initiative (Dallaire Initiative) was established in 2007 by retired Lieutenant-General the Honourable Roméo Dallaire, former Force Commander of the United Nations Assistance Mission for Rwanda (UNAMIR). Our mission is to develop new strategies and tactics to progressively end the recruitment and use of children as soldiers worldwide. As of April 2020, the Dallaire Initiative has now become the Dallaire Institute for Children, Peace and Security.

To achieve this important objective, the Dallaire Institute conducts activities on four fronts:

- World-class, interdisciplinary research to build and share knowledge, which in turn leads to new solutions.
- High-level advocacy activities to create and promote the political will to end the use of children in violence as central to the achievement of global peace and security.
- Education and programming to sustain the efforts to make the recruitment and use of children as soldiers unthinkable by inspiring leaders, educators, and policy makers to implement new approaches, conduct research, and actively share their knowledge on the prioritization of the children’s rights upfront approach.
- Comprehensive, prevention-oriented training to security sector actors, in the service of broader security sector reform, as well as collaboration with civil society to create and implement tools that protect children from the dangers associated with recruitment.

Moral Injury Research Project

The Dallaire Institute for Children, Peace and Security is partnered with several institutions to conduct a multi-phased project on the mental health impacts of exposure to child soldiers during military service from first-hand accounts of military members, beginning with the collection of rich qualitative data that will illuminate people’s experiences and the mental health effects of these experiences. Phase I of this Pilot study is now in progress and involves qualitative

interviews with a small group of veterans. Phase II will involve Participatory Action research to determine the future methodology for a larger and diverse group consisting of active military members and veterans.

The main research questions are as follows:

- What is the nature of experiences that military personnel have faced that relate to observing/engaging with child soldiers during military service?
- For those who have witnessed child soldiers during military service, how have these experiences affected them?
- Are these experiences and the effects of these experiences different for male and female military personnel?
- What kinds of training and supports are needed for military personnel who may be deployed to regions where child soldiers operate?

Job Summary

The Participatory Action Research (PAR) Consultant will initiate a collaborative team approach to design an innovative and effective research methodology that captures the key objectives for Phase II of this study. The consultant will report to the Research Manager and work closely with the Research and Learning Division as well as the Project Steering Committee.

The role will have two main areas of responsibility:

PAR Development & Standards:

Support the development of a PAR strategy for Phase II of the study in consultation with a steering committee, veterans, and key public stakeholders:

- Conduct a literature review of PAR standards and approaches relevant to the study.
- Lead the development of the PAR research standards.
- Establish relationships and common agenda with all stakeholders and participate in designated meetings to coordinate PAR workplans and priorities.
- Collectively design research processes and tools.
- Lead the facilitation to determine outcomes.
- Promote a safe and secure work environment in line with the organization's core values, including the Dallaire Institute Workplace Principles.
- Comply with Dallaire Institute's financial and operational requirements and uphold high standards of honesty and integrity in personal conduct.

PAR Methodology & Implementation

In collaboration with partners and veteran participants establish principles and practices for originating, designing, conducting, analysing, and implementing Phase II research.

- Build collaborative relationships with partner institutions and veteran participants
- Design a participatory methodology that prioritizes inclusivity (consultations with all stakeholders and recognition of the importance of equity, diversity, and engagement), is sensitive to social norms and practices, and ethical in data collection practices (safety, informed consent, etc.).

The consultant will be provided with secondary sources (i.e., overall project framework, quarterly reports, MEAL analytical reports, Steering Group minutes and points of contact with partnering agencies). Logistical arrangements for transportation to and from the locations of data collection within the country will be mutually agreed with the consultant and arranged by either party. The logistics of the group discussions and meetings with different target groups will be arranged by the Dallaire Institute in consultation with the Steering Group. These arrangements will be pre-agreed before starting the PAR.

Skills and Qualifications

Required

- A graduate degree in a relevant field.
- At least 5 years demonstrated experience in participatory action research.
- 8-10 years of social science research experience.
- Experience working with non-profit organizations, academic institutions, or government institutions.
- Experience working with the security sector (i.e., military, police & peacekeepers).
- Demonstrated excellence in all aspects of research processes, including research ethics, data collection, analytical work, and knowledge dissemination.
- Demonstrated ability to produce high quality written communications, such as in academic publications and/or technical reports.
- Ability to work collaboratively on complex projects.
- Highly adept at handling confidential information with discretion and in accordance with university research and other professional standards.
- Excellent communication skills in English.
- Demonstrated ability to work effectively across multicultural, multilingual, and multidisciplinary teams.
- Ability to work productively in a fast-paced environment.
- Proficiency in Microsoft Office and familiarity with research software.

Desired

- Written/verbal communication skills in other languages, particularly French.
- Experience working with the security sector on mental health issues.

Further Information

The Participatory Action Research (PAR) Consultant is a grant-paid position starting around February 2022. The position is a three-month contract. It is based out of the Dallaire Institute headquarters, housed within Dalhousie University in Halifax, Nova Scotia.

How to Apply

Your application package must include a cover letter and curriculum vitae. Please submit applications by email to dallaireinfo@dallaireinstitute.org by January 12, 2022, 11:59 p.m. We are an equal opportunity employer and welcome applications from candidates of diverse backgrounds. Applications will be reviewed as they are received. We thank all applicants however, only qualified candidates selected for an interview will be contacted shortly after the closing date. The successful applicant must be legally entitled to work in Canada and will need to complete a criminal background registry check prior to commencing employment.