

Training Assignment: Request for Submission of Proposals (TOR)

AI in Peacebuilding

Please express your interest latest by 14 October 2026.

The Academy for Conflict Transformation, part of Pro Peace, is looking for a trainer to develop and deliver a four-week online thematic training on the topic of “AI in Peacebuilding”, scheduled for April - May 2027.

1. Background information

The **Academy for Conflict Transformation** is a place of learning for peace and conflict work. Our educational programmes are aimed at peace workers and anyone who deals with local and social conflicts or intends to do so. Since 1997, around 4,000 people have taken part in our courses and trainings. They contribute to sustainable peace and non-violent coexistence.

We therefore believe strongly that constructive conflict transformation can be learned. Participatory and experiential learning form the basis of our training approach. The knowledge and experience of the participants are therefore intentionally incorporated. This integration allows participants to benefit from the diverse backgrounds and perspectives of their learning group through mutual exchange. Together, we engage with current discourses and methods and put fundamental concepts into practice. Key elements here include self-reflection and an examination of roles, positioning and one's own attitude. Acknowledging ongoing colonial continuities, we aim to critically reflect on power dynamics and create spaces for discrimination-sensitive practice. In order to make our courses accessible to as many people as possible, we offer online and in-person trainings. Participants are accompanied by our trainers, who, in addition to their pedagogical skills, have in-depth knowledge and relevant experience in conflict transformation.

The Academy is part of the international non-profit organisation **Pro Peace**. Founded in 1996, Pro Peace fosters non-violent conflict transformation and paves paths towards a more just and peaceful future. Pro Peace is active today in 13 countries and is a government-recognised member of the Civil Peace Service and a signatory to the Transparent Civil Society Initiative.

The Academy's portfolio consists of longer, comprehensive training courses in peace and conflict work as well as shorter trainings focused on specific topics – both as in-person and online. Furthermore, we offer specific exchange platforms for alumni. The Academy also offers tailor-made trainings in the field of peace and conflict transformation.

2. Training description

With the thematic online trainings, the Academy aims to reach peace workers who want to expand and deepen their existing knowledge through specialized topics in the field of peace and conflict work. These trainings are designed to allow participation alongside a regular job and from a variety of locations around the world. The majority of the participants are active in peacebuilding and already have knowledge on basic theories around peace and conflict.

This training is supposed to answer to the need of peace workers to engage critically with artificial intelligence. It should on the one hand side expand participants' understanding of linking AI with conflict dynamics and peace contexts. On the other hand side, it should enable peace workers to make informed decisions about whether and how to use AI in their work.

After the training, participants should at least have accomplished the following learning objectives.

Participants...

- ...have improved their own AI literacy, most importantly evaluating content and identifying disinformation as well as AI generated material,
- ...understand how AI is currently used (or not used) in peacebuilding practice, including opportunities and limitations,
- ...will be able to reflect critically on the relationship between AI technologies and peacebuilding principles such as participation and local ownership as well as on ethical concerns,
- ...understand the influence of AI on conflict dynamics and the broader contexts in which peace work takes place,
- ...have identified entry points for the use of AI for peace work and feel confident engaging with useful tools.

The planned schedule is **four weeks of training with one three-hour live sessions per week**. Between the live sessions, the participants will work independently and together with others on provided material (literature, podcasts, videos or similar). The training aims to be as hands-on-oriented as possible and to be embedded in the context of the participants. However, the weekly workload for the participants in addition to the live sessions should be about 3-4 hours.

The *Academy for Conflict Transformation* promotes an interactive, varied and playful learning environment and exchange-oriented communication of content in the digital space. In addition to input from the trainer, the exchange of ideas among the participants, for example in group work and discussions, is also crucial and a valuable resource. We emphasize a warm, encouraging, trusting and appreciating atmosphere in this online setting. The facilitator's expertise and the personal exchange between participants will constitute key components of these trainings. The Academy is aware of different power structures and considers it in the designing of the content and the training. Together with the trainers, we are striving to create a group atmosphere where related thoughts and concerns are discussable.

To ensure a productive exchange on both a professional and personal level, the target number of participants is 16 people. If there are any changes in this regard, the trainer(s) will be notified in a timely manner.

Our online thematic trainings are conducted on the learning platform, ILIAS. For the live sessions we use Zoom. This virtual learning space is only open to participants, staff of the Academy and the facilitator(s).

3. Deliverables

The trainers shall perform an online thematic training (preparing, holding and follow-up) and are responsible for designing and accompanying both the synchronous and asynchronous parts of the learning process, supported by and in agreement with the Academy's team. This includes the following tasks:

Conceptualization and preparation of the training

- Providing information on the training for the acquisition of participants
- Depending on the needs, at least one consultation with the

Academy's educational advisor on the tools used during the training. After a detailed briefing we expect the facilitator to be able to use these platforms independently.

- Providing the content for the different sessions (including its presentation on the learning platform) and designing the tasks and deliverables for participants to invest 3-4 hours weekly in the training on self-paced learning in regular consultation with the educational advisor
- The detailed and updated training outline shall be sent to the educational advisor four weeks before the start

Implementation of the training

- Independent facilitation of the live sessions and preparation thereof
- Feedback to participants' deliverables and contributions
- Creating a brave space in the online environment
- Adapting the training to participants' needs and the learning process
- Friendly and responsive communication with the participants and our staff

Evaluation of the training

- One last evaluative meeting with the educational advisor or a written report

The *Academy for Conflict Transformation* supports the methodical and content-related organization and is responsible for the advertising of the training, done in cooperation with the trainer(s). It also provides the technical infrastructure for the training (e.g., access to the learning platform ILIAS and the video conferencing tool Zoom). Additional software and platforms, such as interactive whiteboards or brainstorming tools, can be used and offered by the Academy if agreed to in advance. Prior to the training, we provide the trainer with information on participants' experience and expectations before the start of the training. The educational advisor is always available for consultation.

4. Fees

The Academy offers a daily rate of 650 € (excl. VAT) for each live session.¹ As this training includes four days of live training, the total trainer compensation will be 2,600 €.² This rate includes preparation, implementation, and evaluation of the training.

5. Trainer profile & submission

What we look for in a trainer:

- Substantial knowledge of the theory of the training subject
- Relevant hands-on experience in peace and conflict work as well as areas related to the training subject
- Substantial experience as a trainer and/or in adult education in transcultural contexts
- Strong communication skills, ability to recognize and respond to participants' needs, willingness to implement constructive feedback
- Previous experience with online learning processes, dynamic and interactive online tools and the creation of safe spaces in the virtual environment.

¹ If you wish to apply as a trainer tandem, the daily rate needs to be shared.

² Remark: The Academy receives public funding and therefore this rate is not negotiable.

- Excellent skills of the training language (English)
- Being aware of various power relations and one's own role as well as taking an anti-racist stance

If this profile matches your background and you are interested in collaborating with us, **please email the following documents to Marie Zornbach (marie.zornbach@propeace.de) by 14 October 2026:**

1. A CV
2. A training concept and outline (see annex 1)

Please submit all documents in English.

6. Questions

In case of questions, do not hesitate to contact Marie Zornbach (marie.zornbach@propeace.de).

Further information about our organization can be found on our website www.propeace.de/en. English information about our academy is provided under <http://www.akademie.propeace.de/en>.