

Terms of Reference (ToR) for Trainers – Training Program for Journalists in Yemen

DW Akademie would like to recruit journalism trainers in Yemen to prepare and conduct training modules for 12-15 Yemeni journalists, within the framework of the following project.

Project

- Project: Media for Coexistence, part of GIZ PPSY II project
- Commissioned by: German Federal Ministry for Economic Cooperation and Development (BMZ)
- Implemented by: DW Akademie

The training program supports Yemeni journalists and content producers in producing innovative and reliable content. Participants are trained in core journalistic skills and in specialized competencies.

A group of 12-15 Yemeni journalists and content producers will be selected. The selected participants will contribute to a needs assessment to discuss and identify their most pressing needs in terms of training. Their input during this meeting will help finalize the training program and ensure its immediate applicability. The needs assessment will be followed by three modules of training: (1) Core journalistic skills (research, interview techniques, storytelling, fact checking), (2) Physical safety and digital security, (3) Conflict-sensitive reporting or solutions journalism or Introduction to media viability.

To reduce travel to a minimum, the participants will be grouped in study groups of two to six people based on their city of residence. Each study group is guided by a local trainer. The study groups and their local trainer will meet in person in their respective cities for the training sessions, which are delivered in a hybrid mode. This means that there will be online training units which each group will attend at the same time via video conference followed by offline assignments which each group will complete separately guided by their respective local trainers. DW Akademie trainers will attend the online training sessions from remote and support the local trainers through regular coaching sessions.

Roles and responsibilities of the trainer

In close coordination with the project manager, the trainers will perform the following tasks within the agreed upon timeframe to be specified in the contract:

- Develop a concept for the online training sessions with support of DW Akademie expert
- Design a training matrix and clearly define objectives and learning outcomes of each workshop with support of DW Akademie expert
- Prepare and provide engaging teaching material
- Facilitate the training sessions with support of DW Akademie expert
- Evaluate and report on the conducted training sessions
- Guide the participants through the program and coach and support the participants in the production of own media content

Trainer's profile

- Journalism and training experience with demonstrated expertise in at least two of the above-mentioned topics.
- Experience in conducting training sessions, both offline and online.
- The ability to work in a team of trainers.
- Strong organizational skills and attention to detail.
- Extensive knowledge of the Yemeni media landscape.
- Excellent interpersonal communication skills, including experience in facilitating training sessions and workshops.
- Excellent Arabic skills, both spoken and written. English would be an asset.

About DW Akademie

DW Akademie is Deutsche Welle's center for international media development, journalism training and knowledge transfer. Our projects strengthen the human right to freedom of expression and unhindered access to information. DW Akademie empowers people worldwide to make independent decisions based on reliable facts and constructive dialogue.

How to apply

We look forward to receiving your application, which should include the following documents:

- Letter of motivation, describing why you are interested in this position and how your skills and experience make you a suitable candidate

- Curriculum vitae, highlighting work experience and qualifications relevant to this assignment
- An overview of your training expertise/topics
- Journalistic work samples (articles, links to vides, etc.)
- Daily fee rate (eight working hours)

Please submit your application in one pdf file to the following email by **December 24, 2022**:

dw-akademie.yemen@dw.com

Subject: Yemen – Trainer