

**USE OF FORCE AND DE-ESCALATION EXPERT
HAITI**

TERMS OF REFERENCE

HAITI CRIME AND VIOLENCE PREVENTION PROJECT

1	<p>Background and justification</p> <p>PADF is recruiting a short-term consultant for a U.S. Department of State Bureau of International Narcotics and Law Enforcement Affairs (INL) funded project that seeks to improve crime prevention efforts and increase public safety in targeted communities in Haiti (Cit� Soleil). The project will strengthen the skills and practical competencies of the Haitian National Police to work effectively with the communities they serve and to address the root causes of crime and weaken gang influence.</p> <p>This consultant position could be based in Port-au-Prince or performed remotely, with at least one trip to Haiti.</p>
2	<p>Objective</p> <p>The general activities of the consultancy are:</p> <ul style="list-style-type: none"> • Assess the HNP’s curricula and training on use of force. • Improve the HNP’s curriculum materials and training techniques.
	<p>Responsibilities of the consultant</p> <ol style="list-style-type: none"> 1. Identify international best practices related to law enforcement use of force, de-escalation and conflict mediation principles, strategies, and techniques 2. Baseline survey and assessment of current HNP approaches to de-escalation, including curricula, training, and legal mandates, as well as community perceptions of police use of force 3. Work plan and recommendations to strengthen the HNP’s curricula and training on de-escalation 4. Develop a Handbook for HNP officers related to de-escalation law, characteristics of individuals in crisis, methods to defuse situations, communication principles, lethal use of force, and deployment of crisis intervention teams 6. Conduct a series of trainings for HNP officials on new course content through a train-the-trainer approach, including development of pre- and post-testing tools
4	<p>Candidate profile</p> <p>The ideal candidate will also possess the following:</p> <ul style="list-style-type: none"> • A BA/BS degree in social science, law, international relations, political science, public policy, economics, criminal justice, or related field required. A Master’s degree (or

	<p>equivalent experience) is strongly preferred. Equivalent education in police or military academies will be considered.</p> <ul style="list-style-type: none"> • More than seven (7) years' experience in crime and violence prevention, citizen security, law enforcement, or another related field. • Experience with curriculum development and training required. • French/Creole speaking skills highly preferred. • Excellent written and oral communication skills. • Ability to effectively prepare clear and concise reports, strategies, and/or proposals. • Superior interpersonal skills and ability to interact with staff in Washington D.C. and in the field, as well as law enforcement authorities, community leaders, groups, and stakeholders in Haiti. • In-depth knowledge of local reality and the Haitian National Police. <p>In addition to the foregoing qualities, the successful candidate must demonstrate strong organizational development, problem-solving skills, and communication abilities, as well as experience and comfort operating in a fast-paced, multicultural, and self-directed environment.</p>
5	<p>Proposal Documents to Include</p> <ul style="list-style-type: none"> a. Please attach your Curriculum Vitae (CV) to demonstrate how you meet the TOR requirements. b. Please include descriptions of similar projects or assignments and at least three client references. c. Your preferred hourly or daily rate and justification for the rate.
6	<p>Term of the contract</p> <p>Estimated start date of contract April 3rd, 2023. The contract will have approximately a 5-month duration.</p>
7	<p>Submission Details</p> <ul style="list-style-type: none"> a. Applications must be received no later than March 26th, 2023. All application materials are to be submitted to scarmona@padf.org, following the guidelines listed in these Terms of Reference. b. Validity of bid: 60 days from the submission deadline. c. Amendments. At any time prior to the deadline for submission of proposals, PADF may, for any reason, modify the Terms of Reference document by an amendment which will be posted to the PADF website and/or communicated via email.
8	<p>Terms and Conditions</p> <p><u>Resulting Award</u></p> <p>This TOR does not obligate PADF to execute a contract, nor does it commit PADF to pay any costs incurred in the preparation or submission of the proposals. Furthermore, PADF</p>

reserves the right to reject any and all offers, if such action is considered to be in the best interest of PADF. PADF will, in its sole discretion, select the winning proposal and is not obligated to share individual evaluation results.

Confidentiality

All proprietary information provided by the bidder shall be treated as confidential and will not be shared with potential or actual applicants during the solicitation process. This includes but is not limited to price quotations, cost proposals and technical proposals. PADF may, but is not obliged to, post procurement awards on its public website after the solicitation process has concluded, and the contract has been awarded. PADF's evaluation results are confidential and applicant scoring will not be shared among bidders.