

Terms of Reference

Videography Consultancy – Impact Story Collection

Deadline: 7 September 2026

International Alert is looking for an experienced videographer to collect in-depth impact stories from a peacebuilding project in the Turkana-Omo borderlands. The scope of work, expected deliverables, timeline and required qualifications are detailed below. The successful candidate will be expected to work in line with International Alert's safeguarding, informed consent and do-no-harm requirements throughout the assignment.

Name of project: Addressing the intersection of climate, conflict and gender equality in the Turkana-Omo borderlands

Brief description of the assignment

The project aims to strengthen gender-inclusive local institutions to manage transboundary conflict linked to climate risks affecting communities in the Turkana-South Omo borderlands of Kenya and Ethiopia. The project is implemented in cross-border corridors including Turkana-Dassanech, Turkana-Nyangatom and Dassanech-Nyangatom.

The project has recorded significant outcomes, including:

- Women peace champions have independently organized the first women-led cross-border dialogues on natural resource management, peaceful resolution of disputes and the critical role of women.
- Youth are increasingly choosing to report insecurity incidents to authorities rather than retaliate and
- Cross-border Peace and Natural Resource Management (NRM) committees have been established or strengthened to coordinate natural resource-sharing arrangements.

The project is seeking to collect in-depth impact stories that capture these changes, highlighting how women and youth peace champions and cross-border structures are transforming climate-induced conflict dynamics and advancing gender equality in the borderlands.

The stories will be used for advocacy, learning, and visibility purposes, including dissemination through the project's policy and practice engagement forums, and International Alert's, donor or partner communications.

Objective of the assignment

The primary objective of this assignment is to produce high-quality impact stories documenting the experiences and contributions of women peace champions, youth peace champions, and cross-border peace and Natural Resource Management (NRM) committees in the Turkana-Omo borderlands. The videos will serve as evidence of the project's impact and will be used for advocacy, learning and visibility.

Focus of the impact stories

Women and youth peace champions are individuals identified and supported by the project as key community actors already engaged in cross-border peacebuilding. They have received training in areas such as conflict prevention, dialogue and peaceful dispute resolution, and have since applied these skills in their communities. They play an active role in responding to and helping resolve disputes, promoting non-violence and serving as positive role models, particularly for other women and young people.

Their work is especially important in a context where recurring resource-based conflicts, insecurity, climate pressures and social and gender norms can contribute to tensions and cycles of retaliation. Peace champions have been working closely with local governance and peace structures, using their influence and community relationships to promote messages of peace, encourage peaceful responses to incidents, and advocate for greater participation of women and youth in peace and decision-making processes. The impact stories should therefore capture not only what has changed through the project, but also the challenges that peace champions face in carrying out this role and what enables them to continue their work.

The assignment will focus on the following subjects:

1. Women Peace Champions (4 subjects):

- 2 women peace champions from Kenya (Todonyang and Kibish, Turkana County)
- 2 women peace champions from Ethiopia (Nyangatom and Dassanech woredas)

2. Youth Peace Champions (4 subjects):

- 2 youth peace champions from Turkana County (Kenya)
- 2 youth peace champions from South Omo Zone (Ethiopia – Nyangatom and Dassanech woredas)

3. Cross-Border Peace and Natural Resource Committees (2 committees):

- One committee from the Turkana-Nyangatom corridor (Kibish-Ethiopia corridor)
- One committee from the Turkana-Dassanech corridor (Todonyang-Dassanech corridor)

4. Project partners

- 1 project staff from TUPADO
- 1 project staff from EIP
- 1 project staff International Alert

The stories should capture:

- How women peace champions are mediating conflicts, advocating for gender-inclusive policies, and building cross-border networks and what gave them the skills and confidence to start acting.
- How these women are positioning for leadership roles in local leadership and using the positions to amplify the needs and priorities of communities (peace and security, livelihoods support and climate resilience).
- How youth are shifting away from violence and engaging in peaceful conflict resolution and early warning mechanisms.
- How cross-border peace and NRM committees are facilitating resource-sharing agreements, coordinating grazing patterns, and managing transboundary conflicts.

- The challenges faced by these individuals and structures, including social and gender norms, insecurity, and climate pressures.
- The changes in attitudes, relationships, and practices resulting from the project's interventions.
- How communities are coping with a changing climate (e.g. women led livelihood diversification initiatives, youth groups involved in various climate adaptation livelihoods etc.)

Methodology of the assignment

The consultant shall:

Pre-production:

- Participate in an initial briefing meeting with the program team to review the project's achievements, the subjects to be documented, the key messages to be conveyed, informed consent procedures, a conflict-sensitivity and do-no-harm briefing, and protocols for adjusting or pausing filming if the security situation changes in any of the locations during the assignment.
- Review the summary of impact stories and key themes identified by the project team.
- Develop a detailed script to be approved by International Alert and partners.

Production (Filming):

- Travel to the project locations in Turkana County (Kenya) and South Omo Zone (Ethiopia) accompanied by an Alert staff member or local partner (TUPADO or EIP).
- Obtain informed consent from each interviewee before filming, using the protocol agreed in pre-production, and confirm consent again verbally on camera as part of the interview record.
- Conduct interviews with the identified women peace champions, youth peace champions, and cross-border peace and NRM committee members. Interviews shall be conducted in the local languages (e.g. Kiswahili, Turkana, Nyangatom, Dassanech) with interpretation provided by the project team.
- Capture b-roll footage illustrating the context, including natural resource management activities, community dialogues, cross-border interactions, and daily life in the communities.
- Collect at least 200 high-quality photographs in the selected project areas using both landscape and portrait formats. The photographs should capture the subjects interviewed and the context, including natural resource management activities, cross-border interactions, and daily life in the communities.
- Record interview notes, including direct quotes from the interviewees.

Post-production:

- Edit and merge the raw footage into a **single main film of about 5 minutes** that tells a compelling narrative of change, weaving together the stories of women and youth peace champions and the cross-border committees.
- Deliver **6-8 short clips of 1-2 minutes** each that provide a concise overview of the project and its central narrative, while others can highlight individual stories of change. These clips should be suitable for social media platforms (e.g LinkedIn, Facebook) and for use in advocacy and learning events.
- Embed subtitles and captions in the video (in English and, where appropriate, Kiswahili or other relevant languages).
- Clearly identify the location, name, and role of interviewees in the video.
- Submit the final clips along with all raw footage generated during the assignment and apply a consistent file-naming structure (i.e. location, date, subject, corridor).
- Submit a Word document containing **interview notes and direct quotes** from the interviewees in English.
- Edit and submit curated 200 high-quality pictures taken through an online shared folder. The photographs should be clearly labelled with relevant locations, names and/or descriptions.

Outputs and Deliverables

The consultant shall deliver the following outputs:

1. **Main Impact Story Video:** One Ultra-high-definition (4K) video of about 5 minutes in length, professionally edited with audio balancing, subtitling, and appropriate formatting. The video must be suitable for screening at policy events, community forums, and on the International Alert website.
2. **Social Media Clips:** 6-8 short clips of 1-2 minutes each, highlighting key challenges, outcomes, or individual stories. These must be formatted for easy sharing on video and social media platforms.
3. **High-Resolution Photographs:** An online shared folder containing high-resolution photographs from the field, with captions and photographer credits.
4. **Interview Notes:** A Word document containing interview notes with direct quotes in English for each interviewee.

Raw Footage: All raw video footage generated during the assignment, provided in an organized folder structure. All video deliverables must be of broadcast quality, with clear audio and visuals, and must meet International Alert and Austrian Development Agency branding and visibility standards to be provided to the consultant.

Timeline

The consultancy assignment will take a total of 18 working days (excluding travel days) between **7 October 2026 and 17 November 2026**. This is a realistic timeline considering the vast geography of the Turkana-South Omo borderlands, the need to cover multiple corridors

(Turkana-Dassanech and Turkana-Nyangatom), and the logistical complexities of cross-border travel, including potential delays due to security or weather conditions.

The indicative breakdown of days is as follows:

Activity	Duration	Dates
Pre-production (briefing, script development, shot list, travel logistics planning)	2 days	7-9 October
Field filming in Turkana County (Kenya) and South Omo Zone (Ethiopia) – includes travel between locations and buffer days for potential delays	7 days	12-18 October
Post-production (editing, audio balancing, subtitling, formatting)	5 days	21-27 October
Submission of first draft for review		27 October
Incorporation of feedback	2 days	5 November
Submission of the second draft for review		9 November
Incorporation of feedback and finalization	2 days	16 November
Final Submission		17 November

Qualifications and Experience

The consultant must demonstrate:

- Minimum 5 years of professional videography and video editing experience, preferably for an international non-profit organization or in the development/humanitarian sector.
- Exceptional storytelling and scriptwriting skills.
- Demonstrated experience in the conception, production, and editing of mini-documentaries and impact stories.
- Experience covering social, development, and peacebuilding subjects in complex and sensitive contexts. Experience in the Horn of Africa or pastoralist borderlands will be a strong asset.
- Ability to work in remote and challenging field conditions.
- Fluency in English (written and spoken)

Requirements

Interested consultants should submit the following:

1. **Curriculum vitae** highlighting relevant experience and qualifications.
2. **Portfolio/Work Samples:** Links (via Google Drive or other platforms) to 2-3 samples of similar previous work (e.g. impact stories, mini-documentaries) demonstrating videography, editing, and storytelling skills.

3. **Technical Proposal:** A brief (2-3 page) proposal outlining the consultant's understanding of the assignment, proposed approach, and a draft work plan.
4. **Financial Proposal:** A detailed budget, including daily rates and final production costs (exclusive of travel, accommodation, and other logistical expenses, which will be covered by International Alert).
5. **References:** Contact details of at least two referees for whom similar assignments have been successfully completed.

Please submit a technical and financial offer that meets the detailed requirements above to kenya@international-alert.org by **7 September 2026**. Please note that this is not an invitation following a formal tender procedure, but a request for submission of a non-binding, free-of-charge offer within the framework of a direct award. Only shortlisted applicants will be contacted for further engagement.

Annex 1: Interview Guide

The following inexhaustive questions are provided as a guide for the interviews. The consultant is expected to adapt these questions to the specific context and role of each interviewee.

A. WOMEN PEACE CHAMPIONS

Opening	Please tell us who you are and your role in your community.
Before the Project	- What was life look like for women in your community before the project started? - Did women participate in peace meetings and decision-making? Why or why not? - What challenges did you face when trying to speak up about issues affecting women?
Your journey	- How did you become a peace champion? What training did you receive? - What did you learn that was most useful to you? How did you start applying what you've learned in real life? Tell us more about how you came up with a plan for what you wanted to do/achieve. - How did the training change how you see yourself and your role as peace champion?
Your actions and impact	- Tell us about a specific time when you helped resolve a conflict or prevent violence. - What did you do? Who did you work with? - What happened as a result? - What challenges did you face as a woman leader?

Changes you have seen	• What has changed for women in your community because of this project? • What role are women now playing in peace committees and decision-making? • Have you noticed any changes in how men view women's roles? • What difference has women's participation made in your community?
Looking forward	• What still needs to change for women to fully participate in peacebuilding? • What message would you give to other women in similar situations? • What message would you give to leaders and decision-makers?

B. YOUTH PEACE CHAMPIONS

Opening	• Please tell us who you are and your role in your community.
Before the Project	• What did life look like for young people before the project? • What pressure did young men face regarding cattle raiding and violence? • What opportunities were there for youth to participate in peacebuilding?
Your journey	• How did you become involved in this project? • What training or support did you receive? • What did you learn that changed how you think?
Your actions and impact	• Tell us about a time when you experienced a conflict. What happened, and how did you respond to it? • Can you describe a time when, instead of retaliating after an incident, you chose to report it? • Who or what influenced that decision, and what happened afterwards? Has your community's view of youth changed? How?
Changes you have seen	• What has changed for young people in your community? • How are young people involved in peace activities? • In what way have their attitudes about violence and revenge changed? • What role are youth now playing in peace committees?
Looking forward	• What do young people need to stay on the path of peace? • What opportunities would help youth build better futures? • What message would you share with other young people?

C. CROSS-BORDER PEACE AND NATURAL RESOURCE MANAGEMENT COMMITTEES

Opening	• Please tell us about this committee. Who are the members? • When and why was this committee formed or strengthened?
The situation before	• What was the situation regarding resources and conflict before the committee was active?

	• What were the main sources of conflict between communities? • How did communities manage (or fail to manage) disputes over water and grazing land? • Were women and youth involved in decision-making?
What the Committee does	• What are the main responsibilities of this committee? • How does the committee work to prevent conflict and what makes this work effective and successful?? • How does the committee manage natural resources like water and pasture? • How do you coordinate with communities across the border?
Achievements and examples	• Tell us about a specific success your committee has achieved. • What agreement did you help communities reach? • How have you helped communities share resources more peacefully? • Give us an example of how you resolved a dispute. • How have you involved women and youth in your work?
Changes and impact	• What has changed because of this committee? • What would never exist if this committee never came to be? What would life look like? • How are communities now going about sharing resources more peacefully? • Has conflict over water and grazing land reduced? If so, what are the signs that indicate this positive change? • What are relationships between cross-border communities now like? • What difference has it made to have women and youth in the committee?
Challenges	• What challenges does the committee face? • What support do you need to do your work better?
Looking forward	• What are your hopes for peace and cooperation in this borderland? • What message would you give to government leaders and policymakers? • What would help ensure the committee's work continues after the project ends?