



## Call for Expressions of Interest

### Training of Trainers Programme on Transitional Justice for Syrian Participants

Organised by the Centre for International Cooperation, Vrije Universiteit Amsterdam (CIS-VU) and Syrians for Truth and Justice (STJ)

This programme is part of the MENA Scholarship Programme (MSP), financed by the Ministry of Foreign Affairs of the Netherlands and managed by Nuffic

#### 1. Background

The Syrians for Truth and Justice (STJ) in collaboration with the Centre for International Cooperation of Vrije Universiteit Amsterdam (CIS-VU) is pleased to invite selected Syrian ministries, public institutions, and civil society organisations to nominate participants for a specialised Training of Trainers (TMT) Programme on Transitional Justice (TJ).

This programme is part of the MENA Scholarship Programme (MSP), financed by the Ministry of Foreign Affairs of the Netherlands and managed by Nuffic. It is designed to strengthen the capacity of Syrian transitional administrations and civil society actors to contribute effectively to accountability, reconciliation, and institutional reform in post-conflict Syria.

#### 2. Programme Objectives

The Training of Trainers programme aims to:

- Strengthen participants' knowledge of transitional justice principles, mechanisms, and international standards
- Build practical skills in facilitation, mediation, dialogue design, and inclusive engagement
- Support participants in developing and implementing transitional justice initiatives within their institutions and communities
- Promote inclusive dialogue and collaboration between Syrian institutions and civil society
- Foster a network of trained professionals capable of training others and contributing to transitional justice processes

Participants will be equipped not only to understand TJ mechanisms, but also to facilitate dialogue, manage group dynamics, and support participatory justice processes in complex and sensitive environments.



### 3. Training Content

The programme will cover key transitional justice approaches developed by the United Nations and applied globally and in the MENA region, including:

- Prosecution and accountability initiatives
- Truth-seeking and truth commissions
- Vetting and institutional reform
- Reparations programmes
- Amnesties and reconciliation processes
- Maximising the legacy of hybrid courts
- Mapping and monitoring justice institutions
- Documentation and victim-centred approaches

The programme emphasises that transitional justice must be adapted to context, viewing TJ as a flexible and evolving process shaped by dialogue, participation, and societal needs.

### 4. Training Approach

The TMT uses an interactive and experiential learning model combining:

- Expert presentations
- Case studies from Syria and international contexts
- Group discussions and structured dialogue
- Practical exercises in facilitation and mediation
- Peer learning and networking
- Guided reflection sessions

The training will be delivered primarily in Arabic. Interpretation will be provided for international expert contributions where necessary.

### 5. Programme Structure and Timeline

The timeline is structured on a monthly basis rather than specifying exact training dates. Specific training days will be determined later based on participants' availability through the application and coordination process.

The programme will take place between May 2026 and March 2027 and consists of five interconnected phases:

#### Phase 1: Pre-Training Phase (Online | June– July 2026)

- Participant selection and needs assessment
- Introductory workshops and programme orientation

#### Phase 2: Intensive Knowledge Training (Hybrid | Late August/September 2026)

- Core transitional justice principles and comparative experiences



Phase 3: Training Implementation Planning (Online | September – October 2026)

- Development of participant-led TJ initiatives and peer exchange

Phase 4: Practical Skills Training (Hybrid | November 2026)

- Facilitation, mediation, dialogue design, and community engagement

Phase 5: Follow-Up and Coaching (Online | December onwards 2026)

- Coaching and support for implementation of participant initiatives

**Hybrid and/or online delivery methods may be used depending on security, logistical, and contextual considerations.**

## 6. Practical Details

### Modality:

The programme will follow a hybrid format (online and in-person), with flexibility maintained based on security and logistical considerations.

### Participant Time Commitment:

The programme is designed to be manageable alongside participants' professional responsibilities. Estimated participant involvement includes:

- Limited participation in introductory and orientation activities during Phase 1.
- Attendance at intensive training sessions during Phases 2 and 4.
- Participation in selected online workshops, peer exchange sessions, and follow-up coaching activities throughout the programme.
- Development of a small participant-led initiative or follow-up activity.

A detailed schedule and exact training dates will be shared with selected participants in advance and coordinated based on participant availability.

### Participants:

The programme aims to engage approximately 18 participants, with efforts to ensure gender balance and diverse representation from Syrian ministries, public institutions, civil society organisations, women-led initiatives, youth groups, legal practitioners, researchers, documentation actors, and community representatives.

### Location:

Online components will be conducted through secure online platforms. In-person sessions are expected to take place inside Syria, depending on security and logistical feasibility. Hybrid delivery may be used where necessary.



### **Trainers:**

The programme will be facilitated jointly by CIS-VU and STJ trainers and experts with experience in transitional justice, mediation, facilitation, and conflict-sensitive programming in Syria and other conflict-affected contexts.

### **Language:**

Arabic will be the primary language of the programme. Interpretation into English will be provided for international expert contributions where required.

### **Participant Support:**

The programme will cover all costs related to participation in the training activities in accordance with MSP TMT guidelines, including accommodation, per diem allowances, and local transportation costs where applicable. Full logistical and financial arrangements will be communicated in advance.

### **Technical Requirements:**

Participants should have access to a stable internet connection and a computer or smartphone capable of joining online sessions.

### **Security and Confidentiality:**

The programme will apply strict confidentiality and safeguarding measures, including safe-space facilitation practices and data protection protocols. No photos, recordings, or participant information will be shared without consent.

### **Flexibility:**

All logistical arrangements remain subject to change depending on security developments, participant availability, and contextual considerations.

## **7. Expected Outcomes**

The programme aims to:

- Strengthen participants' ability to design and lead inclusive, victim-centred TJ initiatives.
- Foster new forms of collaboration between Syrian institutions, civil society, and diaspora actors.
- Contribute to the establishment of a Syrian transitional justice practitioners' network for peer learning and long-term engagement.
- Support the integration of ethical documentation and do-no-harm practices within participating organisations.



## 8. Participant Profile

Organisations are invited to nominate candidates who meet the following criteria. Individual applicants (such as activists, researchers, and practitioners) with relevant experience and interest are also encouraged to apply:

- Professionals working in ministries, public institutions, or civil society organisations engaged in justice, human rights, reconciliation, documentation, legal reform, or related fields.
- Demonstrated interest or experience in transitional justice, accountability, or peacebuilding
- Ability to participate in all programme phases.
- Commitment to applying and sharing acquired knowledge within their organisation or community.
- Strong communication and collaboration skills.

Efforts will be made to ensure gender balance and inclusive participation, including representation of women-led organisations.

## 9. Participant Commitments

Selected participants will be expected to:

- Attend all programme phases.
- Actively participate in training activities.
- Develop and implement a transitional justice-related initiative or training activity.
- Contribute to peer learning and network development.
- Share knowledge within their organisations and professional networks.

## 10. Nomination Process

Organisations are invited to nominate up to 2 candidates by submitting:

- Curriculum Vitae of nominee(s).
- Brief statement of motivation.
- Applications should be submitted to: [training@stj-sy.org](mailto:training@stj-sy.org)

Not: Note: An additional nomination form will be sent after the preliminary list of applicants has been determined.

## 11. Selection Process

**Selection Criteria:**

- **Professional relevance:** You work in transitional justice, human rights, peacebuilding, legal reform, documentation, or a related field.



- **Motivation and commitment:** You are committed to attending all programme phases and to developing a TJ initiative.
- **Diversity and inclusion:** We actively seek gender balance (50% women) and diverse ethnic, religious, geographic backgrounds.
- **Leadership potential:** You can take initiative, collaborate, and work in a victim-centred, non-partisan way.
- **Practical ability:** You can attend online and in-person sessions (if held), travel safely if required, and have reasonable internet access.

#### Important dates for applicants:

- Submission deadline: **13 of July 2026.**
- Expected final selection decision: **17th of July 2026.**
- Applicants will be notified shortly after the final selection process is completed.

#### How you will know if you are selected:

- The selection process will be conducted based on transparent and balanced criteria to ensure diversity, inclusion, and relevance to the objectives of the programme.
- All applicants will be informed individually about the outcome of their application.
- Selected participants will receive detailed information regarding the next steps, while other applicants may be considered for the waiting list or future relevant opportunities where applicable.
- Accepted candidates will also receive a formal acceptance letter and instructions for Phase 1.
- No public list of selected participants will be published.

#### Waiting list:

- A waiting list will be established.
- Candidates on the waiting list may be contacted **up to two weeks before Phase 2 (mid-July 2026)** if additional places become available or selected participants withdraw.

## 12. Contact Information

For questions or additional information, please contact:

**CIS-VU and Syrians for Truth and Justice (STJ)**

Email: [training@stj-sy.org](mailto:training@stj-sy.org)

We look forward to your nominations and to supporting Syrian institutions and civil society in strengthening inclusive and effective transitional justice processes.