



INTERNATIONAL INSTITUTE OF RURAL RECONSTRUCTION

Terms of Reference (TOR) for consultancy training for psychosocial Counselors

Expected date of delivery: 26th – 27th, April, 2017

Delivery Location: Isiolo

The Terms of Reference (ToR)

Title: Responding to cases of SGBV in the community (SGBV project)

A. Background

International Institute of Rural Reconstruction (IIRR) is one of UNWomen's main implementing partners in Northern Kenya region with main focus on alleviating poverty and empowering communities through Education support and enhancing protection for women and girls through strengthening SGBV approaches in the community. IIRR has been implementing its activities in different regions across the three counties of Isiolo, Marsabit and Samburu. Over the last one year, SGBV project has been running its implementation in different locations of Wamba, Korr, Kargi and Merti with an aim of saving lives and transforming harmful socio-cultural norms among the vulnerable individuals seeking for justice and protection.

The project aims at reaching at list 6,775 primary targeted beneficiaries and 10,200 secondary beneficiaries in all the 3 counties. The main social interaction is among 3 different cultures of Samburus, Rendille's and Borana communities.

Under SGBV project, the sector is committed to the provision of both prevention and response to SGBV activities in the community. The response part mainly focuses on case management, psychosocial well- being for survivors and case referral; prevention strategies focuses on strengthening community- based

approach through capacity building training, sensitization session, Engaging men into behavior Change and communication session, community dialogue and women and girls empowerment on SGBV prevention and response in the community. In follow up to this, IIRR is looking for an experienced consultant to implement the activity that seeks to capacity build psychosocial counselors to enable the project address the underlying issues and concerns in regards psychosocial wellbeing of individuals who are directly involved in responding to cases of violence. This will also help in responding to different gender dynamics that impede women and men in reporting cases of violence and to enable counselors work together to address SGBV issues and concerns in Samburu, Marsabit and Isiolo counties.

B. Project Objective

The activity is aimed at enhancing effectiveness of psychosocial workers in handling SGBV cases in the following areas:

- Provision of counselling and case management services at individual, group, couples family levels or otherwise to the community
- Provision of psychosocial and community support through groups like SGBV counseling clubs and Counseling committees, community forums, etc.
- Capacity building of the community members in basic Counselling skills so that they can respond to the problems at the village levels
- Psychosocial education and GBV awareness in the community to improve the mental health, prevention and responses in the community.

Objective of supervision

The activity will assist in achieving improved stress management, dealing with burnout, peer support, personal development and professional resilience.

Key Activities

The project is proposed to be implemented in a three stage process

1. Meeting with psychosocial counselors to share challenges faced when responding to SGBV cases.
2. Psycho-education session on coping mechanisms and professional development.
3. Recommendations briefing to psychosocial counselors and preparation of a report documenting the activity and way forward.

F. Terms and conditions of the consultancy

1. The Consultant will be responsible to the IRRs program director
2. IRR will provide local transportation, meals and accommodation for the consultant and participants.
3. The supervisory team will be bound by the IRR code of ethics, during the training period
4. The supervisor shall not incur any expenses on behalf of IRR other than those specified and agreed upon in the contract;
5. Payment will be made In two instalments;50% after documentation of first training and remaining 50 % after training and submission of final report;

6. The consultant shall be responsible for their own, insurance and medical cover, including that of accompanying colleague, while travelling, and during their stay in the training venue.
7. The consultant will be responsible for accommodation costs for any accompanying colleague during the training.

Qualifications for the consultancy terms:

The supervisor will have competencies in the following areas:

- 1) Advanced degree in counseling from recognized institutions;
- 2) Over 10 years in counseling ,training and counseling supervision
- 3) Experience working with communities from Pastoralists communities, conflict and post-conflict from Northern Kenya is an added advantage.
- 4) Over 10 years' experience in consulting with UN, INGO and NGO

Commitments

IIRR has a Humanitarian Accountability, outlining its global commitments in overcoming poverty through innovation and community empowerment. All staffs are required to contribute to the achievement of this global framework.

Terms and Conditions

- The Consultant must be available to commence the training by 26th April, 2017 and able to provide final report by 28th April, 2017.
- The consultant must complete work within the stipulated time frame
- The consultant must operate within the budget allocated.
- The consultant must adhere to and sign IIRRs Code of Conduct

For general information about the IIRR please visit <http://www.iirr.org>

Duration of consultancy

The consultancy period shall be 1 day + 1 day report writing

IIRR's Responsibilities

IIRR will:

1. Provide information on the context and project, contact numbers for relevant people
2. **Provide transport for the consultant**

3. Provide meals and accommodation for the consultant
4. Provide consolidated feedback/guidance on draft reports

Application Process

Interested applicants who meet the required profile are invited to submit an expression of interest including:

1. CV with details of qualifications, experience, contact details and names of three referees
2. Technical proposal that summarizes your understanding of the TOR, the proposed approach and tools to be used for the assignment,
3. Financial proposal providing cost estimates of daily consultancy fees
4. The foreseen work plan for the days
5. Contacts of three organizations that have recently contracted you to carry out a similar assignment

Email contacts:

Send your expression of interest to;

Regional Human Resources Office, Nairobi.

Email: recruitment@iirr.org