



TERMS OF REFERENCE (TOR)
CONSULTANCY FOR CLINICAL MANAGEMENT OF RAPETRAINING FOR HEALTH SERVICE PROVIDERS

Duration	5-Day
Location	Abyei Administrative Area
Date of Submission	19 th October 2026
Date of Starting	26 th October 2026

I. BACKGROUND AND RATIONALE

The Abyei Administrative Area remains a context of protracted vulnerability, characterized by limited access to essential health services, weak protection systems, and persistent risks of conflict and instability. Women, girls, and other vulnerable groups face compounding challenges, including restricted access to sexual and reproductive health (SRH) services, high exposure to gender-based violence (GBV), and inadequate clinical and psychosocial response mechanisms. These gaps undermine individual well-being and exacerbate broader community vulnerabilities, threatening prospects for peaceful coexistence and recovery.

With support from UNFPA, through the Joint Programme of the Resident Coordinators (RCs) in Sudan and South Sudan *"Promoting Spaces for Conflict Prevention and Reduced Vulnerability in Abyei through Enhancing Sexual and Reproductive Health (SRH) and Gender-Based Violence (GBV) Service Provision"*, ACEA South Sudan has been supporting communities in Abyei by delivering comprehensive SRH and GBV interventions across Primary Health Care Centers (PHCCs), Primary Health Care Units (PHCUs), and Women and Girls Friendly Spaces (WGFS). ACEA South Sudan aims to improve the technical competence of clinical service providers in survivor-centred care to promote quality clinical care for GBV survivors in the Abyei Administrative Area, in line with the GBV Minimum Standards, WHO clinical and policy guidelines for responding to intimate partner violence and sexual violence against women (2013), and national Clinical Management of Rape (CMR) protocols. ACEA South Sudan also aims to support facilities to meet WHO minimum requirements for providing quality clinical care for survivors of rape and intimate partner violence (IPV).

To address these needs, ACEA South Sudan is seeking a qualified, certified CMR Consultant/Facilitator to design, adapt, and deliver a comprehensive CMR Training and Coaching program for front line health workers. This consultancy is expected to provide quality training covering the following key issues:

- **First Line Support:** First-line clinical support for gender-based violence (GBV) survivors focusing on empathetic, survivor-centered care using the existing framework.
- **Clinical Support:** In-depth skills on physical examination procedures, administration of context-specific CMR drug regimens, and proper completion of standardized CMR medical/history intake forms.

- Adaptations for specific Groups: Specific protocols for obtaining informed consent/assent and adapting communication approaches (modifications) when providing survivor-centered care to survivors living with disabilities (PWDs), child and adolescent survivors.
- Medico-Legal Pressures: Navigating complex local dynamics such as traditional and cultural systems with medical confidentiality, survivor safety, and healthcare worker protection against backlash and practices that aren't survivor-centered.
- Operational Constraints: Overcoming challenges associated with low-resource settings and ensuring that training curricula, role-plays, and job aids are culturally and linguistically adapted for the Abyei Administrative Area context for maximum retention.
- Developing GBV Protocols for Healthcare Facilities: Including informed consent, GBV information management, referral procedures, etc. Only a few facilities will be positioned to provide CMR services; the workshop convenes different cadres and provides an opportunity to collaboratively develop GBV protocols.

The in-person training is expected to be undertaken over 3 days in the Abyei Administrative Area, with curriculum and content preparations done in advance.

II. OBJECTIVES OF THE CONSULTANCY

Overall Objective

To enhance the technical and clinical competence of healthcare providers in ACEA South Sudan-supported health facilities in the Abyei Administrative Area, ensuring that high-quality, survivor-centered, ethical, and confidential CMR services are provided in full compliance with the national CMR Protocol and WHO standards.

Specific Objectives

- Attitudes, Ethics and Guiding Principles: Sensitize healthcare workers to reflect on personal values, biases, and myths surrounding sexual violence, ensuring adherence to survivor-centered guiding principles (safety, confidentiality, respect, non-discrimination, informed consent).
- Clinical and Physical Examination: Train clinicians on systematic, trauma-informed clinical history taking, physical examination procedures, and detailed informed consent procedures for different aspects of clinical care. Clinical care is anticipated to be led by female midwives with doctors and clinical officer involvement in clinically complex cases.
- Medical Treatment Regimens: Strengthen practical skills in prescribing and administering timely treatment regimens, including informed consent for all parts of treatments, including voluntary counselling and testing for HIV.
- Psychosocial First Aid and Communication: Build core skills in first-line psychological support (basic PSS), active listening, and adapted survivor-centered interviewing methods for marginalized groups, particularly Persons with Disabilities (PWDs).
- Documentation and Medico-Legal Handling: Train providers on accurate completion of relevant standardized medical intake/history forms, managing pressures from external parties (family, community, police) while upholding survivor confidentiality and health worker safety.



- Referrals and Follow-up: Guide staff on establishing clear clinical follow-up schedules (at 2 weeks, 4 weeks, 3 months, and 6 months) and multi-sectoral referral pathways (safe shelter, legal aid, protection, and mental health services).
- GBV Protocols Development: Facilitate collaborative sessions with staff to develop relevant GBV protocols.

III. SCOPE OF WORK AND KEY TASKS

The consultant will work under the direct supervision of the ACEA South Sudan Programme manager, in close collaboration with the M&E specialist and SRH/GBV officer. The key tasks include:

1. Inception & materials adaptation:

- Review existing training packages (WHO CMR Guidelines, National CMR Protocol).
- Develop a comprehensive, practical training curriculum, facilitator guides, participant handbooks, pre/post-test assessment tools, and evaluation forms.
- Adapt training slides, case studies, role-play scenarios, and clinical forms to the Abyei Administrative Area context to ensure effective participant comprehension.

2. Training delivery:

- Conduct a 3-day intensive, interactive training workshop in the Abyei Administrative Area (or designated training hub) for clinical staff (Medical Officers, Clinical Officers, Midwives, Hospital Matrons, and Nurses), with targeted orientation for Nutrition/Protection focal points.
- Employ participatory and adult-learning methodologies (plenary presentations, simulated clinical demonstrations, anatomical models, role-plays, case scenario analysis, small group work, and gallery walks).

3. Support staff in developing practical, context-specific GBV protocols:

- Facilitate collaborative sessions with relevant staff to identify key gaps in health facilities in relation to GBV response and operational needs in the context.
- Discuss and document key procedures and protocols required for responding to all GBV survivors and CMR service provision protocols.

4. Practical mentor ship and action planning:

- Supervise practical simulation of first-line support, medical history intake, including consent protocols for all aspects of CMR.
- Facilitate the development of facility-specific roll-out/action plans and Continuing Medical Education (CME) cascade plans for each health facility.

5. Reporting and follow-up framework:

- Administer pretest and post-test assessments, analyzing learning gains and knowledge retention.
- Submit a detailed Final Training Consultancy Report incorporating participant feedback, pre/post-test analysis, challenges encountered, facility-specific action plans, and strategic recommendations for sustained supervision.



IV. KEY DELIVERABLES

#	Deliverables
1	Inception report & adapted training package: Detailed training methodology, agenda, adapted for the Abyei Administrative Area, training modules, role-plays, and pre/post-test questionnaires following inception meeting with consultant.
2	Training execution: Delivery of the 3-day interactive CMR training workshop for target health workers in the Abyei Administrative Area.
3	GBV protocols developed: Context-specific set of GBV protocols developed through participatory and collaborative sessions with relevant staff and stakeholders. The protocols will define clear procedures for responding to survivors in GBV, confidentiality, referral pathways including within health facilities, and survivor-centred support, and will incorporate feedback from health staff engagement sessions.
4	Draft training report and action plans: Comprehensive draft report including pre/post-test analysis, participant evaluation, and facility-level CME cascade plans.
5	Final training and consultancy report: Finalized report incorporating ACEA South Sudan feedback, actionable recommendations for clinical mentorship, and copies of distributed materials.

V. DURATION OF THE CONSULTANCY

The total duration of the consultancy will be 8 working days, distributed as follows:

- Inception phase planning and preparation, desk review, and content adaptation: 2 days
- Training delivery & workshop facilitation: 3 days
- Reporting & action plan finalization: 1 day

VI. TARGET AUDIENCE / PARTICIPANTS

Approximately 10 to 15 participants across ACEA South Sudan-supported health facilities in the Abyei Administrative Area:

- Doctors /clinical officers
- Hospital matrons and head midwives
- Qualified midwives

VII. REQUIRED QUALIFICATIONS AND EXPERIENCE

- University degree (Medical Degree - MD / MBChB) in Medicine, Public Health, Nursing, Midwifery, or Obstetrics & Gynaecology.
- Certified CMR Trainer (UNFPA, WHO, IRC, or recognized national CMR Training of Trainers certification).
- Strong understanding of survivor-centered care, including approaches for child and adolescent survivors in CMR protocols, and medico-legal ethics.
- Minimum 5-7 years of demonstrated clinical experience in reproductive health, SGBV response, and clinical management of sexual assault in humanitarian/fragile settings.
- Proven track record of facilitating interactive, competency-based CMR training workshops for multi-disciplinary health cadres.



- Substantial experience working in South Sudan or the region, with deep understanding of local socio-cultural dynamics, clan structures, and health systems.
- Fluency in spoken and written English.
- Fluency in Arabic is strongly preferred (required for delivery of clinical concepts).
- Willingness to travel and work in a complex humanitarian context.

Safeguarding Programme Participants-Children & Adults

ACEA South Sudan is committed to safeguarding people within our programmes from exploitation and abuse and has specific policies on this commitment (including a Global Code of Conduct) which outlines the expected behaviour and the responsibility of all staff, consultants, and other organizational representatives. More information on ACEA South Sudan's safeguarding policies is available upon request.

VIII. APPLICATION PROCESS

Interested candidates/firms should submit the following to HR@aceasouthsudan.org and cc jenneth@aceasouthsudan.org and odong@aceasouthsudan.org. Delivery of Hard Copies: G-2 Building, Plot No. 109, Block B, Hai Mayo Residential Area, Juba, Central Equatoria State (Located next to the Ministry of Mining) by **5:00 p.m., 9th October 2026**.

- 1) . Technical and Financial Proposal: Detailed methodology, proposed training outline, timeline, consultancy fee breakdown (including taxes, professional fees, logistics, and incidentals).
- 2) Curriculum Vitae (CV): Highlighting relevant CMR trainer certifications and references from similar assignments.
- 3) Sample Work: At least one previously developed CMR training report or curriculum outline.
- 4) Reference: At least 2 references from similar assignments.
- 5) All documents are required to be submitted in PDF format

