

## Terms of Reference (TOR) For Training in Psychosocial Support and First Aid -Yei River County

<b>Position</b>	<b>Training in Psychosocial Support and First Aid Consultant</b>
<b>Reporting To</b>	<b>Program Manager</b>
<b>Location</b>	<b>Mugwo Yei River County</b>
<b>Project Title</b>	<b>UNTF</b>
<b>Provisional Time Frame</b>	<b>10 Days</b>
<b>Tentative Start Dates</b>	<b>October 1, 2025</b>

Women for Women International (WfWI) is committed to continually building knowledge and skills to strengthen adaptation of the SWSN training curriculum. As an organization, we understand the importance of gender equality, Social and Economic empowerment and ending poverty. This cannot be actualized without the right ingredients for gendered programs, addressing norms and practices that discriminate and prevent women from actualizing their potential. With the right capacity and skills, changes in the areas indicated are possible. WfWI South Sudan is implementing a UNTF funded program in Mugwo where there are reported and unreported incidents of Gender Based Violence (GBV) and due to the distance, insecurity and hard to reach PSS support, the organization is expected to train 50 women selected from the community on Psychosocial support, Psychological First Aid and duty of Care and position them to be able to raise awareness in their communities and support with referrals of GBV to respective service providers. In view of this need, the organization is seeking services of an experienced consultant to conduct a Training of Trainers (ToT) in Yei for #50 participants, develop a program for the five days training, develop curriculum/guide with clear objectives, content and delivery methodologies including the time allocated per session and a report of the training as indicated in the program activity plan.

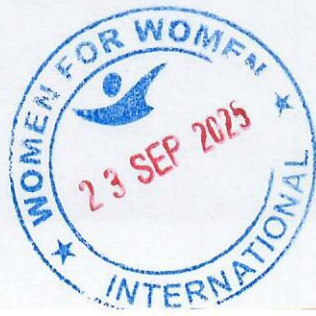
### Overview

Since 1993, WfWI has reached over 600,000 marginalized women survivors of conflict in Afghanistan, Bosnia and Herzegovina, the DRC, Kosovo, Iraq, Nigeria, Rwanda, Palestine and South Sudan. We were founded on the belief that stronger women build stronger nations.

Throughout all our work, we aim to support progress in women's social and economic empowerment to enable women to earn and save money, develop health and well-being, influence decisions in their homes and communities, and create and connect to networks for support.

WfWI provides a 12-month social and economic empowerment program which combines awareness of women's rights, health, climate change, Gender Equality, and connection to networks, along with practical and technical business and vocational support. We aim to provide women with information about their rights, build their confidence, and provide opportunities for them to improve their health and well-being as well as earn and save money. WfWI also provides complementary programming to strengthen the core program's impacts in the community.

Women for Women International with funding from UNTF is expected to identify women in Mugwo community who have the capacity to deliver Psychological support and PFA once trained and ascertained that they have the knowledge and skills to create awareness on mental health issues such as anxiety, stress, understanding of GBV and the consequences, how to receive and refer



incidents of GBV for professional intervention and work with women in their respective communities to build a community of women who can come together to discuss and have dialogue on these issues. Out of this training the women should have confidence to create awareness, form support groups where they can facilitate dialogues on these issues and accompanying impact on the women. With support from WfWI, these trainees should be able to provide safe spaces where the women can share their experiences and be assisted to reach the services needed.

It is with this background that we seek an experienced consultant (s) to prepare and deliver the scope of work provided below, working closely with the Program Manager, SE Officer, MEP trainers and Monitoring, Evaluation, Research and Learning (MERL) Coordinator and Officer in the country office.

### **Objectives of the work**

To develop relevant training materials on Psychosocial support and counseling

To deliver the content and ensure the participants have grasped the content and can apply

To coach the participants and prepare them to train others and carry out simple counseling sessions where there are no specialists.

### **Scope of Work**

- Review and preparation of the training content and materials related to psychological support for non-social workers/psychologists and Psychological First Aid and mental health.
- Include a comprehensive mode of delivery, including pre and post tests, application and transfer of knowledge to participants with low level of education
- Preparation of the training program for five days
- A clear guide/curriculum with the units/sessions/ objectives of each session, content, time allocation and expected outcome of each session and evaluation or reflection of each session to inform the next session
- End of training evaluation and follow up.
- A detailed report on the training and complete package of training materials to be used by the participants

### **Output**

The appointed consultant will be responsible for ensuring the following are delivered before the end of the project:

- An updated curriculum with other training resources for participants to use
- A guide on training delivery
- guidance on adaptation of the training materials including posters, visual aid etc
- A comprehensive report documenting learnings from the consultancy, which includes recommendations that WfWI can consider to best serve the needs of women in all country offices.
- An action plan for taking forward all the key recommendations.

### **Skills and Experience**

Applicants can be individual consultants, or consultancy firms and should have



1. Extensive experience in training trainers and facilitators in Gender Based Violence, Psychosocial support and counselling, Mental Health including Stress Management, Anxiety prevention and understanding the right time to refer a person for Case management
2. Professional Counsellor/Psychologist/Social worker certified with five to 7 years' experience in Training and counselling
3. Extensive experience developing training curricula and materials and implementing comprehensive training programs in fragile and conflict-affected contexts
4. Good communicator with ability to transfer knowledge to trainers.
5. Knowledge of contextual issues
6. Understanding the role of specialists and non-specialists and the country policies on GBV, Mental Health and referral pathways

### **Deadline for Proposals:**

Respond to the ToR within the next 5 days after receiving the Terms of Reference

### **Application Instructions:**

The consultant (s) should respond to the Terms of reference with clear understanding in a proposal, giving examples of previous similar work done and outcome. Explain their understanding of the task and how they will deliver or accomplish the task in a clear stipulated proposal with Gantt Chart indicating the dates, activities, timing, and the person responsible.

### **To apply for this Assignment, please submit the following documents:**

- A detailed CV or summary of experience
- Cover letter and 3 Professional references
- A narrative on how you would approach the assignment (2 pages max)
- A draft work plan that outlines the timeframe and approach for meeting the deliverables (2 pages max)
- Budget (reflecting the draft work plan and including all estimated costs)

### **SUBMISSION**

All applications must be submitted in English to: The **People Capacity and Culture Coordinator** WfWI Country Office on Morris Lowiya Ezekiel Street Next to EPC in Sobe, Yei River County or by email to [sosudanjobs@womenforwomen.org](mailto:sosudanjobs@womenforwomen.org), **Deadline: Monday October 6<sup>th</sup> 2025 before 5:00 pm. Applications submitted after 5:00 pm will not be considered.**

**Note: For the purpose of urgency, applications will be reviewed daily and WfWI reserves the right to fill this advert before the stated deadline.**

