



TERMS OF REFERENCE

Lead Consultant, Survivor Leadership Training of Trainers 2024

1. About Options

Options Consultancy Services Limited was established in 1992 and is a wholly owned subsidiary of MSI Reproductive Choices. We are a consultancy organisation providing technical and management expertise in the health and social sectors to governments and international development partners to transform the health of women and children. We provide information, expertise and influence to governments, health workers, NGOs and businesses to catalyse change so that health services can be accessed by the people who need them most.

The Girl Generation (TGG): Support to the Africa Led Movement to End FGM/C Programme, (TGG-ALM) is a consortium led by Options Consultancy Services, and includes Amref Health Africa, ActionAid, Orchid Project, Africa Coordination Centre for Abandonment of FGM/C and University of Portsmouth. It works closely with the Population Council's Data Hub, the programme's data and measurement arm. The programme envisions a world where girls and women can exercise their power and rights and have expanded choice and agency and be free from violence, including FGM/C.

2. Specific background

Options is seeking a to recruit a Lead Consultant to take lead in conducting a 'Survivor Leadership training of trainers (SLToT)'. This will be a 4-day training held in Kenya and will include Survivors from Senegal, Somaliland, Ethiopia and Kenya. The engagement will take place from the month of April 2024. The training seeks to strengthen individual survivors and institutional capacities of Survivor-led organizations to effectively plan, implement, and scale up the SLT in their respective countries.

The overall goal of this initiative is to strengthen the Africa-led movement's ability to provide community based psychosocial support services to the survivors of FGM/C. Specifically, the initiative will:

- Provide sustainable emotional support for women and girls affected by FGM/C, in order to enhance prevention efforts and support survivors.

- Fill the gap for survivor's leadership in the end FGM/C movement by equipping and empowering survivors to become facilitators of this training in their respective communities.
- Ensure self-care for survivors working to end FGM/C and ability to reach out to other survivors with similar support.
- Break down the stigma associated with FGM/C and associated emotional/mental health issues.

3. Scope of work and Key Activities

Options is seeking a consultant with proven expertise and experience to provide services as follows:

Phase 1: Review of curriculum

Working with ALM staff and participants, the Lead Consultant will review existing tools and materials from previous ALM's SLTs and from other organisations who have produced tools/resources in comparable fields. The curriculum developer will work closely with staff and participants to build on what worked well, and make changes as required. This will include ensuring the language is in line with shifting the narrative towards recognising FGM/C as a form of VAWG; ensuring tools/resources are appropriate for community settings and grassroots groups; emphasise the programme's girl-centred and do no harm approach; and promote solidarity among activists.

Work with ALM team to ensure the content of the curriculum is tailored to survivors' needs, covering a range of topics including but not limited to:

- Impact of FGM on survivors and activists,
- Safeguarding and protecting others and oneself,
- Tools and techniques for promoting wellbeing,
- How to develop a self-care plan
- The role of support groups and how to set up and run a successful group,
- Psychosexual health and sexuality
- A heart-to-heart story-telling session on journeys of healing and well-being,
- Powerful ways to tell 'your survivor story' in a supportive and validating environment,
- Digital storytelling and media relations,
- The power to lead: a leadership model for survivors of FGM/C,
- Effective facilitation skills for a trainer

The training will be designed to create a space for healing, feminist solidarity building and collective care for survivors of FGM/C.

Materials will be appealingly packaged with the support of a graphic designer, translated into French.

Phase 2: Pre-training preparations

This will involve:

- a) Pre-training planning and agenda development.
- b) Review and finalizing all training materials.
- c) Preparation of any other content, materials, presentations, activities, energizers and games to maximize participation.
- d) Propose workgroup formats and discussion to ensure maximum participation.
- e) Lead and participate in planning meetings with the ALM team.

Phase 2: During training

- a) Lead in facilitation sessions during the 4-day training.

Phase 3: Post Training

Provide support to post-training activities, including:

- a) Support participants to develop capacity building action plans for their organizations.
- b) Review and refine report as required to ensure it accurately reflect the actual discussion and proceedings of the training.
- c) Working closely with the rapporteur, prepare summary report on observations and next steps recommended, stemming from the training within agreed period.
- d) Provide feedback on the curriculum based on its implementation experience in the training.

The scope of work requires the consultant to work for 9 days together with other consultants (Psychotherapist, Wellness Specialist, Translator and Rapporteur) and agree on a complementary overarching approach to the assessment and, which will be tailored to suit the different needs and contexts of the survivors of FGM/C.

4. Person specification:

Essential Skills and Competences:

- Relevant advanced degree in social sciences, economics, development studies, organization development, governance, or related disciplines.
- A minimum of ten (10) years' experience building the capacity of feminist-led, youth-led and survivor-led grassroots organizations in sub-Saharan Africa in general and Kenya in particular.
- Experience working with survivors of FGM/C and/or any other form of GBV and taking lead roles in similar trainings.
- Demonstrable experience of conducting capacity assessments of CSOs/NGOs and measuring performance progress.
- Demonstrable experience in developing training curricula and materials related to advancing women rights and delivering participatory trainings.
- Demonstrable technical expertise in at least two or more of organizational capacity functional areas (e.g. organizational development, developing strategic plans, advocacy strategies etc);
- Familiar with a wide range of survivor leadership approaches and programmes.
- Highly proficient in English language (written and spoken)

- Strong commitment to the values and approach of TGG-ALM Programme, including a strong commitment to Do No Harm framework, safeguarding, girl-centred approach, survivor leadership, participation, gender equality, and the end to all forms of FGM/C and other forms of gender-based violence.
- Technical knowledge in the following areas: social change, communications, advocacy, gender, human rights, FGM/C.
- A collaborative approach to teamwork.

Desirable Skills and Competences:

- Previous experience working with feminist organizations/CSOs in Africa.
- Analytical writing and facilitation/presentation skills in the area of advancing the rights of women and girls (at least 2 reports/publications);
- Understanding of the end FGM/C movement situation, challenges and trends prevalent in Africa.
- Team leadership.

5. Deliverables

1. Submit a final copy of reviewed SLT curriculum.
2. Submit a final copy of agenda and relevant materials/resources.
3. Physical presence at, and facilitation during, the 4-days.
4. a. Participation and leading in debrief meetings and preparation of report summarising outcomes and recommendations.
b. Submit capacity strengthening plan and support participants to develop capacity building action plans for their organizations.

6. Timeframe and Deliverables Schedule

The Consultant is expected to complete the assignment, following the timeframe and deliverable schedule specified in the table below:

Timeline	Level of Effort (days)	Activities	Expected deliverables. (#)	Due date
April 2024	2 days	Review and finalize SLT curriculum into SLToT	Submit a final copy of the SLToT curriculum	22 nd April 2024
July 2024	2 days	Review and finalize training agenda and other training materials/resources	Submit Final copy of agenda and relevant materials/resources	5 th July 2024
22 nd 23 rd 24 th 25 th July 2024	4 days	a. Lead in the training and facilitate allocated sessions during the 4-day training b. Support participants to develop capacity	Physical presence at, and facilitation during, the 4- day Capacity Strengthening Plan for survivor-led	22 nd 23 rd 24 th 25 th July 2024

		building action plans for their organization	organizations based on arising needs during the training	
8 th August 2024	1 day	Review of the training report	Review the SLToT report and provide inputs/recommendation.	12 th August 2024
	9 days			

The consultancy has 9 billable days in the contract timeframe to complete the deliverables, and the day rate is to be agreed with the consultant.

7. Payment Schedule

Deliverable #	Deliverable	Amount Due (KES.)
1	Submit a final copy of the SLToT curriculum	50,000 *2
2	Submit Final copy of agenda and other relevant training materials/resources.	50,000 *2
2	Physical presence at, and facilitation during, the 4-days Capacity Strengthening Plan for survivor-led organizations based on arising needs during the training	50,000 *4
3	a. Review the SLToT report and provide inputs/recommendation.	50,000 *1
	Total	KES. 450,000

Payment will be made in Kenyan Shillings using the rate of the date when the consultancy starts.