



ANNEX 1 – TERMS OF REFERENCE

Wellness Specialist

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.

2. Specific background

Options is seeking for the services of a Wellness Specialist who can provide therapeutic services' for survivors of FGM/C. Particularly, we are seeking for an experienced and certified yoga instructor to lead safe and effective group exercise activities to survivors of Female Genital Mutilation (FGM), some of whom have experienced different forms of psychological trauma. The Wellness Specialist is responsible for providing a balanced yoga practice for participants of all levels and abilities, providing progressions and regressions when necessary, and educating participants on appropriate breathing principles and safe transitioning techniques.

The Wellness Specialist will conduct and lead yoga exercises to survivors of FGM during a 4-day Survivor Leadership Training that will be held from 15th - 18th March 2022 at a location to be confirmed, outside Nairobi County. He or she is responsible for performing yoga poses in precise alignment, using the correct terminology, and safely guiding participants through the flow of the practice. You should also be knowledgeable in the implementation of the chakra system, pranayama, mantra and mindful meditation.

Each session should offer survivors a safe space facilitated by empowerment-based language to gain greater awareness around strength, stability, boundaries, assertiveness, and mindfulness. Sessions will have different themes, focus on mindful, grounding postures, and allow survivors to re-connect with themselves and build community with their peers. Sessions will establish consistency and will build upon each other each day of the training.

To ensure success as a Wellness Specialist, you should possess excellent interpersonal and communication skills in order to build relationships, as well as lead yoga sessions. Your passion for health and wellness, coupled with knowledge of the anatomy of the human body and physiology, will ensure success.

Key Dates:

- First Survivor Leadership Development Training (**March 15th – Mar 18th , 2022**)

3. Scope of work and Key Activities

The overall goal of this initiative is to strengthen the Africa-led movement's ability to:

- Provide sustainable emotional support and funding 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 leaders.
- Ensure self-care for survivors working to end FGM/C, and
- Break down the stigma associated with FGM/C and associated emotional/mental health issues.

The program's specific objectives are to:

1. Co-create and Implement a **Survivor Leadership Training (SLT)** support package (incorporating existing training guide and related resources on 'Ending FGM and promoting emotional wellbeing' package of support), for survivors of FGM/C in Africa to adapt and use in their own contexts. The SLT will strengthen individual and institutional capacities of Survivor-led organizations effectively to plan, implement, and scale up social change initiatives to end FGM/C
2. Increase access to funding for grassroots survivor-led grassroots organizations through the **Survivor Leadership Fund (SLF)** to catalyze survivor-led social change to end FGM/C.
3. Amplify survivor stories by use of digital storytelling method (**Survivor Story Series**) to support survivors of FGM/C to tell their stories in a supportive and validating environment and to create a digital resource that lasts in perpetuity and can be used ad infinitum.
4. Build knowledge, skills and good practice using a survivor-centred approach for those with a role in providing care, support and protection for survivors. (**Survivor Learning Series**).

Yoga as a healing tool for survivors of FGM/C

Memories of sexually violent experiences can be intrusive, which can create challenges for survivors. These memories can also make it difficult for survivors who are looking to establish connection in their lives and learn how to trust again. The entire experience of practicing yoga can help survivors find union between seemingly disconnected and challenging aspects of the self; allowing participants to slowly build the pieces into an integrated whole.

Yoga's focus on self-acceptance provides survivors with tangible benefits that will become noticeable throughout their practice. This gradual integration can be transformational and healing for a survivor of FGM/C. Yoga allows survivors to regain a sense of comfort and ease within their own shape, to process nonverbally feelings that transcend language, and to experientially cultivate gratitude towards the body, which serve as a reminder of one's resilience. Yoga can also allow survivors the opportunity to find their voice.

3. Person Specification

- Experience in working with survivors of GBV who have experienced psychological trauma
- Must hold & maintain a Group Exercise/Fitness Instructor certification through a recognized institution and/or a Yoga specific 200 hr training.
- Essential to hold & maintain CPR/AED & First Aid certification
- Must have an understanding of basic fitness principles, anatomy, and injury prevention
- Must have knowledge of group fitness teaching strategies including class design, cueing technique, integration of music, tempo, and rhythm

4. Deliverables

1. The Wellness Specialist is expected to lead and conduct yoga sessions and other wellness activities during the 4-day **‘Survivor Leadership Development Training’**. As part of this deliverable, the Wellness Specialist will consider the following activities when conducting the wellness sessions:

- Visually assess participants to determine their level of practice.
- Assist students to achieve precise alignment.
- Demonstrate practice and techniques.
- Possess the ability to move energy through the body.
- Transform energy during the warm-up, build-up and cool-down stages.
- Motivate participants with words of encouragement.
- Connect with participants during the yoga sessions through fun, intelligent sequencing

All the deliverables are to be submitted to and approved in writing by Leyla Hussein, l.hussein@options.co.uk and copy Esmael Omar, Esmael.Omar@Amref.org

5. 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
15-18th March	4 days	<ul style="list-style-type: none"> ● Visually assess participants to determine their level of practice. ● Assist students to achieve precise alignment. ● Demonstrate practice and techniques. ● Possess the ability to move energy through the body. ● Transform energy during the warm-up, build-up and cool-down stages. ● Motivate participants with words of encouragement. ● Connect with participants during the yoga sessions through fun, intelligent sequencing 	Lead and conduct yoga sessions and other wellness activities during the 4-day ‘Survivor Leadership Development Training’.	18th March

The Wellness Specialist can only deliver this assignment during the 4-day residentail training, and the day rate is to be agreed with the consultant. Any changes or modifications to the level of effort and / or deliverables are to be agreed and signed off by Leyla Hussein, l.hussein@options.co.uk and Esmael Omar, Esmael.Omar@Amref.org

6. Payment Schedule

An invoice should be raised following the submission and approval of the deliverables mentioned in section 5.

Deliverable #	Deliverable	Amount due
1.	Lead and conduct yoga sessions and other wellness activities during the 4-day 'Survivor Leadership Development Training'.	

All transport and accommodation costs will be managed and paid directly by Options, prior agreement with the Consultant and based on Options travel and security policy / procedures in place.

7. Contract Management and Reporting arrangements

The Consultant will liaise with and report to Leyla Hussein, and work closely with Esmael Omar, and Fatima Hagi.

All contractual and administrative matters will be managed by Emmanuel Alum, E.Alum@options.co.uk