

TERMS OF REFERENCE FOR CONSULTANCY ON PSYCHOSOCIAL SUPPORT

1. Background to the project

About Peace Brigades International Kenya

PBI Kenya is a Project of Peace Brigades International, a non-partisan non-governmental international organization. The mission of PBI is to increase the civic space for the work of the human rights defenders (HRDs) who face numerous challenges and risks because of their efforts in defence of human rights.

2. Objectives of the project

The project aims to promote psychosocial accompaniment as part of the protection of human rights defenders, and women defenders in particular, as it seeks to strengthen the psychosocial work carried by PBI.

The successful applicant will be the lead resource person in the psychosocial support session targeting the Ogiek community.

3. Purpose of the consultancy

The purpose of this assignment is to assist **20 members of the Ogiek community** get an opportunity to self-reflect, share experiences, concerns and feelings as well as analysing and understanding the repercussion of their work on their private life and well-being. The increased awareness of their own situation and consequences of their traumatic experiences should help enhancing coping mechanism and creative ways of managing stress.

Broadly, they will be required to cover the following areas

- a. Understanding Identity
- b. Different forms of trauma's and how they impact individual and collective lives
- c. Traditional healing
- d. Healthy Coping strategies
- e. Individual Session

4. Methodology

The sessions are residential and will run for 4 days with the 20 participants. The counsellors are required to send a methodological proposal for the 5 days that will be adapted in consultation with the project officer.

5. Activity Schedule

The consultancy period: **9th-13th March 2026**

6. Deliverables

- a) Equip participants with relevant knowledge and practical skills on the identified topics.
- b) Provide individual support sessions for participants who require additional assistance.
- c) Share tools and resources with participants for ongoing and future reference.
- d) Design a structured programme and facilitate the training sessions.
- e) Prepare a comprehensive training report documenting the process, outcomes, and recommendations.

7. Qualification requirements

PBI Kenya is looking for interested and experienced counsellors to conduct this activity.

They must have

- a. A bachelor degree/or professional training in counselling/Counselling psychology, trauma and stress management human rights among other relevant fields
- b. Experience in organizing psychosocial sessions and communicating information effectively, both written and verbal
- c. General knowledge in the work of grassroots human rights movements will be an added advantage
- d. The consultants should demonstrate familiarity with a holistic approach to healing.

8. Application process

Interested candidate/s should submit:

- a. Expression of Interest outlining motivation, relevant experience and suitability for the consultancy (max 2 pages)
- b. An outline of the methodology proposed for the assignment with an indicative budget detailing daily rate (max 3 pages)
- c. Latest Curriculum Vitae and contacts of 3 referees
- d. Information concerning your availability on the appointed dates.

Email subject; **EOI to Conduct Psychosocial Sessions**

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To reach us on or before; **13th, February, 2026**

NB; PBI Kenya is a tax compliant organization, in that regards kindly provide KRA eTIMs/TIMs invoices.