



## **TERMS OF REFERENCE: CONSULTANCY FOR PSYCHOSOCIAL TOT TRAINING**

### **1. Background**

Human Rights Defenders (HRDs) often operate in high-pressure environments where psychological strain is a constant risk. This consultancy aims to shift the perception of mental health from a luxury to a core protection mechanism. By integrating psychosocial support (PSS) into their security protocols, defenders can increase their operational longevity and community impact.

### **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. Objective 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/s will be the lead resource person in the psychosocial TOT training targeting the Human Rights Defenders (Women Human Rights defenders, land & environmental defenders & the Indigenous defenders)

### **3. Purpose of the consultancy**

This training aims to train 20 human rights defenders split into two groups of 10, to strengthen their mental and emotional well-being as part of their safety toolkit. The goal is to show that staying mentally healthy is a key part of staying safe while doing difficult work. Participants will learn why it is vital to care for themselves first before trying to help others. By gaining basic counselling skills, these defenders will be better prepared to lead community talks and support their networks with confidence and care.

Broadly, they will be required to cover the following areas

1. Understanding identity, awareness and culture
2. Different forms of trauma's and how they impact individual and collective lives

3. Support tools and coping mechanisms
4. Work-life balance & care for caregivers
5. Facilitation skills

#### **4. Methodology**

The sessions are residential and will run for 4 days with the 10 participants. The counsellors are required to send a methodological proposal for the 4 days that will be adapted in consultation with the project officer.

#### **Scope of the consultancy**

The consultant/ counsellor will be responsible for:

1. **Curriculum Development:** Designing a simplified, culturally sensitive manual focused on PSS integration, basic counselling, and self-care.
2. **Facilitation:** Delivering two interactive training workshops for 10 participants each.
3. **TOT Framework:** Developing a toolkit that participants can use to lead dialogues and support sessions in their own communities.
4. **Impact Assessment:** Creating a simple evaluation tool to measure the shift in participants' knowledge and confidence levels.

#### **5. Activity Schedule**

The consultancy period 13<sup>th</sup>-17<sup>th</sup> April 2026  
17<sup>th</sup>- 22<sup>nd</sup> May 2026

#### **6. Deliverables**

1. **Inception Report:** Detailed training methodology and work plan.
2. **ToT Training Manual:** A practitioner-friendly guide covering PSS as a protection tool.
3. **Two Training Workshops:** Successful completion of sessions for both cohorts.
4. **Final Consultancy Report:** Summary of outcomes, participant feedback, and recommendations for future psychosocial integration.

#### **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 trainings 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 consultant/s should demonstrate familiarity with a holistic approach to healing.
- e. ETIMS compliant

## **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.

**Applications should be submitted by email with the subject line "TERMS OF REFERENCE: CONSULTANCY FOR PSYCHOSOCIAL TOT TRAINING" 30<sup>th</sup> of March 2026**

**to**

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cc [Kenya.advocacy@peacebrigades.org](mailto:Kenya.advocacy@peacebrigades.org)