



Terms of Reference (ToR) for Training of Caregivers on Psycho-social Support for Child Victims

Consultancy: Terms of reference (ToRs) for Training of caregivers on Psycho-social Support for Child Victims

1 About Group Development Pakistan (GDP.)

Group Development Pakistan (GDP.) is a Civil Society Organization registered under the Societies Registration Act, 1860, working on protecting and promoting child rights and strengthening child protection and justice with children across Pakistan. GDP. believes in a democratic and humanistic society in which the most important stakeholders -children- are acknowledged, respected, and protected from all forms of violence and discrimination. GDP. follows a holistic, creative, participatory, inclusive, eco-friendly, child-focused, and human rights-based approach.

2 Background

Promoting and Protecting the Welfare of Women and Girls (PPWWG) by improving the structural, institutional and socio-cultural response to sexual and gender-based violence (SGBV) in Pakistan is a project being implemented by Group Development Pakistan. The project focuses on better promoting and protecting women and girls' welfare through a closer partnership between the state, civil society, and media to provide ethical and quality support in line with SDG 5 and 16.2, the UNCRC., CEDAW, ICCPR and other international treaties impacting girls and ratified by the country.

3 Objective of the consultancy

The overall purpose of the consultant is to train Caregivers in Peshawar, Punjab, and Karachi on Psycho-social support for Child Victims of GBV. The training session will be for 2 days at each location. The participants at the training will primarily be representatives from provincial state child protection institutions in KP, Punjab, and Sind. However, teachers and other relevant stakeholders may also participate in the training activities. The consultant will be responsible for developing and drafting the training manual.

4 Tasks

The consultant will be responsible for performing the following tasks including but not limited to:

- Developing and draft manual content for Training on Psycho-Social Support (PSS), including agenda/schedule, PPT presentations/modules, pre-test questioners (in MCQs) form, and Handouts in close Liaison with GDP s Capacity-building Team and under its senior technical advisor.
- Deliver 2-days training sessions in the locations mentioned above using cognitive and

participatory approaches.

- Evaluate the training quality and efficiency using the pre/post-test questioners.
- Submit a final report for each conducted training within a week, as per GDP's format.

5 Key Deliverables

The consultant is responsible for producing and submitting the following key deliverables:

- Delivery of Two day training sessions at each location
- Content and Manual for the Training
- Pre/Post test for the evaluation of the Training
- Final report submission.

6 Duration of Assignment

2 months (to be completed by the end of March 2022)

7 Expected Start Date of Assignment

15th January 2022

8 Required Competencies

- **Qualifications:** Bachelor's degree in mental health, social sciences or equivalent combination of education and experience..
- **Experience:** 3 years in a credible organisation, working on psycho-social support services, and in coordinating an action in the development sector.
- **Skills:**
 - Excellent command over English and Urdu is essential (written and oral).
 - Good listening skills, ability to deal with stressful and challenging situations, very autonomous and able to manage criticism and self-evaluation;
 - Team player
 - Result-oriented, proactive and creative person able to adjust quickly to cross-cultural work environment and personalities.
 - Excellent computer literacy
 - Gender and human rights awareness is required
- **Core Competencies**
 - Versed in non-violent communication
 - Able to coordinate and draft quality reports in a timely manner
 - Understands and exposed to capacity-building engineering

9 Format of Expression of Interest

The consultant should submit the following documents for the expression of interest:

- a) Cover letter
- b) CV
- c) Legal documents (registration certificate, NIC, tax certificate/status, bank account details), office

address. (if available) Only CNIC Number will also work

- d)** 3 Professional Referees
- e)** Educational credentials (if Scan available)
- f)** Professional experience certificates (upon selection)
- g)** Per day rate of training and lump sum fee for the manual development.
- h)** Previous sample work (if available)

Note: The consultant will be responsible for managing his/her taxes. GDP will withhold taxes as per the taxation laws of Pakistan.

10 How to Apply

Interested consultants may submit an expression of interest (CV, daily rate, and Lumpsum fee of content development) and send it to hr@gdpakistan.org. This is an urgent hiring, and applications will be checked on a rolling basis. Shortlisted consultants will be required to conduct a mock session of 30 mn at GDP on 12th January 2022. HR will confirm exact time slots: Office Address: Office # 11-18, Lower basement, Magnum Arcade Northern Strip, 2, FECHS E 11/2 E-11, Islamabad Capital Territory.