

TERMS OF REFERENCE – P/CVE PSYCHOSOCIAL SUPPORT AND TRAUMA HEALING TRAINING MODULE DEVELOPMENT CONSULTANT

- **Organisation:** Institute for Strategic Dialogue (ISD)
 - **Contract type:** Consultancy
 - **Reporting to:** Manager, Strong Cities Network
 - **Location:** Kenya/United Kingdom/Remote
 - **Preferred Start Date:** September 2020
 - **Length of Contract:** 35 days
 - **Remuneration:** Competitive
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About ISD

ISD is a global counter-extremism organisation dedicated to powering solutions to extremism and polarisation. For over 10 years, we have responded to the rising challenge of extremist movements and the ideologies that underpin them, delivering cutting-edge programmes built from world-leading expertise in communications and technology, grassroots networks, knowledge and research, and policy advice. As a non-profit organisation with teams in London, Beirut, Nairobi, Toronto and Washington D.C., ISD enjoys strategic partnerships with the world's leading technology companies and supports more than a dozen prominent governments and institutions in stemming the rise of violent extremism and hate.

About PROACT – Community Based Interventions in Kenya

PROACT is a multi-phased prevention programme in Kwale, Nakuru and Isiolo counties of Kenya that is empowering, enabling and equipping county officials, national government stakeholders and civil society organizations with the tools and know-how to collaboratively stem hate, polarization and extremism in the communities. PROACT is driven by global best practice, but rooted in the diverse environments of communities across the Kenyan landscape. It draws heavily from the worldwide Strong Cities Network (SCN) 'local prevention network' models to ensure community-based interventions are multi-faceted and rooted in human rights-based frameworks.

PROACT seeks to support and strengthen existing structures and strategies notably County Action Plans (CAPs) to Prevent and Counter Violent Extremism especially its County Engagement Forums (CEFs) so as to build capacities and capabilities to develop community designed, developed and delivered interventions. The programme is focusing on delivering evidence-based activities, while strengthening inter-county cooperation and learning.

Project context

The PROACT project seeks to take a public health approach to violence and prevention, which looks at the causes of communal violence and polarization in order to address root causes and the enabling environment, which feeds terrorist recruitment and radicalization. One of such approach is the Community Engagement Framework, which employs mental health, psychosocial support and trauma healing for at risk, vulnerable, individuals, communities and victims of terrorism and violence. This has been informed by research and practice that has found out that traumatized individuals are vulnerable to partake in violence, be recruited into terrorist or criminal organizations and or sympathize with terrorism (do nothing to prevent it).

PROACT will build upon existing work and research in Kenya in the psychosocial support space. Such as the National Strategy to Counter Violent Extremism (NSCVE) which underscores the role and

importance of psychosocial support in PCVE. Counties have also developed County Action Plans to Prevent and Counter Violent Extremism (CAPs) where Psychosocial pillars have been prioritized. *Kumekuacha* (Swahili: It's a new dawn), a project that was implemented by Green String Network in the coastal region and Nairobi between 2017 and 2019, used a social healing approach to prevent violent extremism. An evaluation of this project recommended that PCVE stakeholders should develop integrated social healing approaches that build on holistic approaches combining trauma awareness and resiliency, social cohesion, and agency¹ to prevent and counter violent extremism.

Community Teams

The psychosocial support and trauma healing component of PROACT project will be delivered through *Community Teams* under its *Community Engagement Framework*. PROACT will identify, train and operationalize *Community Teams* to deliver community-based preventative interventions. The project is in the process of designing a *Community Engagement Framework* grounded within human rights. This will detail the criteria, code of conduct and roles and responsibilities of Community Team members, as well as establish formal linkage to the CAP in order to enhance sustainability. During the baseline research and CAP assessment, formal and informal psychosocial support service providers (both formal and informal) within the two counties will be identified and capacitated to address individual vulnerabilities to radicalization and recruitment.

Community Teams, drawn from existing structures and credible leaders within the communities such as peace committees, *Nyumba Kumi*, local civil society and faith based leaders, will be identified by the county partners in consultation with ISD and the research partner. The team will be tooled with skills and knowledge, drawing from similar local contexts and ISD's international experience, to intervene where cases of vulnerabilities have been identified by communities, project partners, local CSOs, authorities (Chiefs, Ward Administrators, Village Heads).

Scope of work and deliverables

ISD is seeking to contract a consultant to support the ISD team in developing, **(1)** an entry-level training module on Psychosocial Support and Trauma aimed at Kenyan P/CVE practitioners and **(2)** a Trainer of Trainers (TOT) training for *Community Teams*. The training module will be delivered by ISD, partners and other stakeholders to strengthen the capacity of community teams and other stakeholders in delivering psychosocial support and trauma healing services.

A successful candidate will need to produce, in priority order, the below key deliverables. It is anticipated that the consultant will be able to produce all of the deliverables outlined below within no more than 35 days' work over the period September 2020 to January 2021.

The consultant will report to the programme manager and will be required to work directly with the HQ-based team in London while liaising with the Senior Programme Manager in Nairobi. Meetings are expected to take place virtually due to COVID-19 restrictions. Where practical, in person meetings will also be held.

- 1. Development of an entry-level training module on psychosocial support for Kenyan P/CVE actors, including civil society, government, youth and religious stakeholders**
 - a. Review research ISD and partner research to understand gaps and needs (3 days)
 - b. Produce an outline of the training module to be presented to ISD (2 day)
 - c. Develop training module and validate with ISD and partners virtually (8 days)

¹López, B., Nagda, B. A., Yoder-Maina, A., Beti, B. N., Spears, H., & Yassin, H. R. (2019). Growing connection, agency and resilience: The impact of community-led trauma-informed peacebuilding in response to violent extremism in Kenya. Nairobi, Kenya: Green String Network.

- d. Train ISD staff and partners in Nairobi on training module in November 2020 (2 day)
- 2. Co-development of ToT training course for ‘Community Teams’**
 - a. Building upon the entry-level training module, work with ISD and other expert consultants to develop a 3-day intensive course for *Community Teams* (8 days)
 - b. Develop facilitators guides and presentations for 2-day follow on ToT sessions for psychosocial support sections, essentially shortened versions of the above (2 days)
 - c. Co-deliver with ISD and other expert consultants three 3-day trainings in Nakuru, Kwale and Isiolo in January 2021 (10 days)

Consultant specification

We seek an experienced, proactive and dedicated consultant to work with the ISD team to ensure our ambitious plans are achieved. The successful candidate will be a collaborative and solutions-focused professional with the ability to work to tight deadlines and produce outputs to a high quality. We welcome applications from consultants who meet the following criteria:

	Essential	Desirable
Knowledge, training and qualifications	<ul style="list-style-type: none"> • Knowledge of psychosocial support, trauma healing and counselling in conflict or post conflict environments • A good understanding of violent extremism and or terrorism landscape in East Africa particularly Kenya 	<ul style="list-style-type: none"> • Knowledge of Kenya socio-political and historical narratives that often drive marginalization and conflicts • Knowledge of extremist groups narratives and recruitment in Kenya and/or East Africa
Experience	<ul style="list-style-type: none"> • Conducting Psychosocial support, trauma healing or counselling for vulnerable and or at risk individual’s of violence or terrorism • Undertaking psychosocial, trauma healing and counselling trainings 	<ul style="list-style-type: none"> • Conducting trainings in conflict prone, fragile or post conflict geographies
Skills	<ul style="list-style-type: none"> • Excellent oral and written English • 5-10 years of psychosocial support training 	<ul style="list-style-type: none"> • Knowledge of Swahili

How to submit applications

All applications must be submitted via email to vacancies@isdglobal.org by **17:00 UK time on September 4th**.

All applications should include:

- CV
- Cover letter, including how the applicant fulfills the listed criteria and will meet the deliverables, as well as the expected daily rate
- Names and contact details for two referees

ISD reserves the right to reject any and all proposals submitted and to request additional information from all applicants as necessary to evaluate applications. Please note that applications will be considered on a rolling basis and ISD reserves the right to appoint before the end of the advertisement.