



Terms of Reference: Consultant – Training Module Reviewer

About IRC

Founded in 1933 at the request of Albert Einstein, the IRC offers lifesaving care and life-changing assistance to refugees forced to flee from war or disaster. In 2016, IRC Germany was founded and is involved in the areas of education, economic well-being, and safety, empowerment and legal protection throughout Germany.

Project

The [DIRECT project](#) (*Develop coordination with migrants to Enhance inclusion of Trafficked persons*) aims to prevent human trafficking through cooperation with migrants and refugees and to promote the integration of third-country nationals who have been trafficked. The project is implemented in Germany, Greece, Italy, the Netherlands and Spain. Given the existing gaps in trafficking prevention and access to protection, rights and support services for trafficked persons in the EU Member States, the project aims to promote the early identification of trafficked persons and at the same time their socio-economic integration into host societies.

As part of the DIRECT project, IRC Germany is currently reviewing previously developed training materials on how to support refugee and migrant parents/caregivers who have survived trafficking. The training is targeted at different profiles of first-line responders in contact with (potentially) trafficked persons (e.g. registration specialists, health professionals, volunteers etc.). The overall goal of the training is to sensitize training participants to the particularly vulnerable situation of refugee and migrant parents/caregivers who have experienced exploitation and trafficking, and to provide ideas and concrete tools for resource-oriented, gender-, culture- and trauma-sensitive work with this target group.

Anticipated outcomes

IRC Germany is looking for a Consultant to review one of the previously developed training modules. This est. 1.5-2 hour module focuses on how first-line responders can best support parents/caregivers who are experiencing mental health challenges as a result of displacement, migration and trafficking. The current version of the module touches upon topics such as trauma, trauma-sensitive work and how parents can address their own difficult experiences with their children. The adaptation of the module the Consultant is expected to undertake will include, but is not limited to:

- Reformulating the content to make it accessible to people who are not psychologists by training.
- Including an overview of patterns and symptoms of mental illness common to people who have experienced forced migration and trafficking.
- Developing and including in the module tools and tips for first-line responders on how to support survivors of trafficking with refugee experience in their caregiving role, respective responsibilities and relationship to the child.

The already developed module materials to be reviewed and adapted by the Consultant are **in English** and include:

- a **manual for training facilitators** (MS Word, ca. 6000 words).
- a **presentation** summarizing the content of the module (MS PowerPoint, ca. 40 slides).
- **handouts of the practical exercises.**
- a **list of further reading and resources.**



Timeframe and compensation

- **Timeframe:** The Consultant is expected to start as soon as possible, but no later than **14 April 2025** and to finalize materials, including feedback rounds, by **2 May 2025**.
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- **Remuneration:** Max. 3000 EUR, incl. VAT.

Your profile

Required

- Degree in psychology/psychotherapy or a similar field.
- Relevant experience in psychological/psychotherapeutic work with refugees, especially families and children.
- Experience in developing training materials and conducting training activities.
- Full professional proficiency in English.
- Confident use of MS Office, PowerPoint and Teams.

Desired

- Training in psychotraumatology, trauma therapy/counseling or comparable.
- Knowledge in the field of transgenerational transmission of trauma.
- Knowledge of and/or experience in supporting families regarding child development and mindful parenting.
- Knowledge of and/or experience in the area of child protection and/or gender-based violence (GBV).
- Knowledge of the topic of human trafficking and/or experience working with survivors of human trafficking.
- Work proficiency in German.

Application Procedure

Interested applicants should develop and submit a proposal in English to respond to the above-mentioned tasks. The proposal should include:

- Your **CV** that demonstrates relevant work experience, including past performance conducting similar assignments.
- **Technical offer**, including expected daily consultancy rate and foreseen timeline.

In case of questions related to the Terms of References, the proposal and the consultancy position, please reach out to Yury Snigirev (he/him), Protection Officer at IRC Germany, at yury.snigirev@rescue.org. Please submit your proposal as soon as possible, but **no later than 04 April 2025**.