



## TERMS OF REFERENCE

### Consultancy to support organization-wide education and coaching to adopt trauma-informed care principles.

#### Context

*Evident* was established in 2021 with the key goal of supporting better, data-driven programming in the civil society sector. *Evident* focuses on child protection, child abuse and exploitation, and psychosocial programming. We provide services in research, project management, design and training. It is small and flat, and puts people first.

Evident is a member of a consortium delivering an innovative counter-trafficking project called ***Project Possible***. The project kicked off in October 2023 and will run until September 2027. It is a consortium between the **Marron Institute at New York University, University of Massachusetts Lowell** in the United States, and **Service Workers in Group Foundation (SWING), Equal Asia Foundation** and **Evident** in Thailand.

*Project Possible* will develop innovative counter-trafficking activities that address gaps to support LGBTQI+ populations that remain underserved and vulnerable to trafficking in Bangkok and Pattaya, Thailand. The project will conduct research to further understand the population and context and use that information to co-design, pilot, and refine activities that provide access to safe and sustainable future opportunities.

*Project Possible* applies the Intervention Design Research (IDR) approach to designing activities, testing, and trialing with adult LGBTQI+ target populations and rigorously measure the impact of activities on individuals.

The activities will be developed in a way that can be tailored to each individual participant and that:

- i. Fosters physical and psychological safety with services that consider an individual's possible trauma experiences.
- ii. Provides access to new livelihood opportunities and alternatives to commercial sex by creating a wider mix of income options including both informal and formal options that are sustainable.
- iii. Addresses the individual-level impacts of structural stigma and discrimination.

#### Overview of Consultancy

Evident is seeking **an experienced professional, or team of professionals**, to assist us in providing education and coaching support regarding trauma-informed care (TIC) principles to the staff of SWING Foundation.

A core aspect of *Project Possible's* theory of change is the assumption that trauma is likely to have been experienced by many in the target population. Therefore, awareness of how trauma might impact participants' engagement with services, and adopting practices that prioritize psychological safety, will improve the outcomes of the intervention activities.

This consultancy will provide training and support to adopt TIC principles into existing work systems and culture at SWING Foundation. It is intended to take place in advance of the *Project Possible* intervention which is set to begin in early 2025. An intensive period of approximately two months in late 2024 is initially expected. The consultant(s) would be embedded in-person at Evident and SWING offices in Silom, Bangkok for this period (expected to take place somewhere between October 2024 and January 2025). This period will be followed by ongoing coaching responsibilities for about six months (joining two-weekly, in-person clinical supervision meetings and some 1-1 coaching discussions with project staff) as the project intervention begins.

The initial TIC training is intended to reach all SWING Foundation staff, from the leadership team to administration and clinical staff so that a true adoption of TIC principles is enabled. Adaption of training to different work areas will be required, however the majority of the training will be received by clinical and outreach staff.

*Project Possible* will target LGBTQ+ people who are vulnerable to trafficking, so training must also be tailored to be inclusive and sensitive to the experiences of these populations in Thailand.

We anticipate that a combination of one International and one Thai professional may best deliver this consultancy as the position will require excellent skills in both English and Thai to bring experiences with international good practices to the Thai context.

Teams are encouraged to apply, however, we also encourage individual candidates to submit applications if you feel that your profile may manage all aspects of the support. During recruitment, the selection panel may opt to select two individuals from the applicants that we propose to work together to deliver the consultancy.

## Key Areas of Responsibility

### Identify training needs and develop tailored training (20 days)

- Through consultation with Evident and SWING Foundation, identify existing levels of awareness regarding TIC to establish the level of delivery for the training.
- Develop a series of adapted in-person training and coaching sessions suitable for various work teams.
- Carefully adapt principles and good practices from international contexts to suit Thai context and to be taught in Thai language. (careful collaboration between international and Thai expert is expected to achieve this).
- Training should be hands-on and experiential rather than theoretical. Trainers will be expected to teach from examples from their own experience. (Note: A detailed curriculum document is not expected as an output. Training outlines that enable the trainer to describe and use examples and experience during sessions is preferred).

### Deliver training via workshops, meetings and supervision/coaching in Thai language (20 days)

- At least one introductory all-staff event (1-3 hours) is anticipated (possibly as part of a staff retreat) for approximately 80 participants.
- A series of tailored training relevant to the nature of work responsibilities of different teams.



- Concentrated training for clinical and outreach staff, including dedicated case managers who will coordinate intervention activities for the project participants after kickoff in early 2025.

### Provide ongoing support via ‘coaching’ meetings and small number of ‘top-up’ trainings (15 days)

- Attend and co-facilitate two-weekly ‘coaching’ (i.e. clinical supervision) meetings of the project case management teams for six months to provide advice and coaching as TIC principles are adopted during initial recruitment and delivery to participants.
- Conduct up to 5 top-up training meetings with work teams (outside the project team) to support organizational adoption of TIC principles.
- Provide up to 10 on-demand meetings with individuals/teams/leadership to answer questions and support ongoing integration of TIC principles.
- Provide brief written overview of process, with lessons learned and recommendations for necessary ongoing supports to Evident/SWING Foundation.

### Person Profile

- Relevant tertiary qualification in social work, psychology or helping profession (or equivalent frontline experience).
- At least five years’ experience directly providing social work, outreach, support to vulnerable communities, preferably working with sexual violence or trafficking.
- Trained in trauma-informed care (academic or on-the-job).
- At least two years of experience providing clinical supervision to other helping professionals.
- Previous experience providing experiential based training and coaching on sensitive and complex issues and/or with marginalized populations.
- Professional facilitation experience including utilization of participatory tools and techniques to engage your audience.
- Experience working ethically and psychologically safely with an audience that may include people with their own lived experiences of trauma.
- Experience coaching professionals in from cultural and language backgrounds other than English.
- Experience working with grassroots organizations, and directly with vulnerable populations.
- Experienced and comfortable working with LGBTQ+ populations and/or people engaged in commercial sex.

### Language requirements

Ultimately, the selected individual or team must have both English and Thai written and spoken language skills. However, this may be resolved in the recruitment process by the selection panel proposing combinations of applicants.



## Equal Opportunity and Child Safeguarding

Evident is committed to a diverse and inclusive workplace where everyone is respected and supported to bring their authentic selves to work. We welcome and embrace differences in our team. For this consultancy in particular, LGBTQ+ people are strongly encouraged to apply.

As an organization that works with vulnerable children and populations, employment is contingent on police record checks regarding crimes related to violence or crimes against children. Employment is also contingent on ongoing compliance with our Staff Code of Conduct.

## Application Process

Interested candidates should submit a CV (<4 pages) and cover letter (<2 pages) that specifically responds to the person profile **by 5pm (BKK time) on Friday 23<sup>rd</sup> August, 2024** to [hello@itsevident.org](mailto:hello@itsevident.org). Please indicate your daily rate in USD in the cover letter. A detailed proposal is not expected for this RFP.

As noted, we anticipate that a combination of one International and one Thai professional may best deliver this consultancy as the team needs strong experience of TIC principles and excellent language skills in both English and Thai.

As noted, both teams and individuals are encouraged to apply. An individual with the right profile may manage all aspects of the consultancy. However, the selection panel may also select two individuals that we propose to work together. This will be discussed before proceeding to contracting.

The selection process is expected to take time and we thank you for your patience. We estimate approximately 8 weeks. All applicants will be informed of the outcome of their application once selection has been finalized.