

Terms of Reference (TOR)

for

The Designing of Context Appropriate GBV Prevention and Response Consultancy

1. Who is the Danish Refugee Council?

Founded in 1956, the Danish Refugee Council (DRC) is a leading international NGO and one of the few with a specific expertise in forced displacement. Active in 40 countries with 9,000 employees and supported by 7,500 volunteers, DRC protects, advocates, and builds sustainable futures for refugees and other displacement affected people and communities. DRC works during displacement at all stages: In the acute crisis, in displacement, when settling and integrating in a new place, or upon return. DRC provides protection and life-saving humanitarian assistance; supports displaced persons in becoming self-reliant and included into hosting societies; and works with civil society and responsible authorities to promote protection of rights and peaceful coexistence.

DRC has been operational in Somalia since 1997, making it one of the leading international NGOs in the country. DRC focuses on protecting and advocating for the rights of refugees and internally displaced persons (IDPs) across various regions, including South Central Somalia, Somaliland, Puntland, and Galmudug.

With a commitment to providing life-saving humanitarian assistance, DRC supports displaced individuals in becoming self-reliant and integrates them into host communities. The organization's work spans all stages of displacement, from acute crises to long-term solutions, emphasizing protection and the promotion of durable solutions based on humanitarian principles.

2. Purpose of the consultancy

The Danish Refugee Council, Somalia seeks, a GBV professional to provide technical guidance and lead establishment of GBV programming including case management services in Somalia. The consultant will develop GBV prevention and response programming ensuring GBV case management as core component. The consultant will lead the team in conducting the initial assessment, updating referral pathway, establishing safe spaces, coordination with other actors and cluster, developing and delivering capacity building plan for DRC and partner staff on GBV programming particularly on case management, and establishing supervision plan.

3. Background

The mandate of DRC is the protection of people affected by conflict and displacement and the promotion of durable solutions based on humanitarian principles and human rights. DRC's vision is that no displaced person must be in want of help to find protection and durable solutions. This includes refugees and IDPs across age, gender, and diversity factors, taking into account the differences in needs, vulnerabilities, capacities and resources of various groups, including women and girls.

DRC's protection sector includes a range of programs, such as Child Protection, Community-Based Protection, and Gender-Based Violence (GBV) prevention and response. In Somalia, DRC specifically addresses the complexities of displacement caused by armed conflict, insecurity, and natural disasters, implementing programs designed to ensure that affected populations enjoy their human rights and have access to essential services.

DRC's approach to the prevention and response to GBV is two-fold. First, through GBV prevention and response programming and second, through protection mainstreaming. DRC's GBV work is based on a strong protection analysis and focuses on preventing and responding to the consequences GBV. This is realised by reducing or mitigating exposure to GBV risks by addressing threats people face, reducing vulnerabilities, and increasing capacities, while also providing responsive or remedial services to address GBV consequences.

4. Objective of the consultancy

The primary objective of this consultancy is to enhance GBV prevention and response efforts, including the re-establishment of GBV case management services in selected locations. This will involve designing and implementing context-appropriate GBV programs, providing technical guidance to the DRC protection team, and facilitating coordination among DRC staff, other humanitarian actors, and the respective Clusters.

5. Scope of work and Methodology

The Consultant will implement the scope of work based on the GBV action plan developed by Regional Protection Coordinator as key responsibilities and deliverables over the course of 4 months

6. Deliverables

The Consultant will submit the following deliverables as mentioned below:

- Develop a Workplan: Create a comprehensive workplan to establish GBV case management in selected locations across Somalia.
- Establish and Equip WGSS: Set up and fully equip a Women and Girls Safe Space (WGSS) to provide GBV case management, ensuring confidentiality and safety for all users.
- Review and Update GBV Team Structure: Analyze the GBV team organogram, update job descriptions, and onboard new team members in collaboration with the Country Protection Manager and the field Protection Team Lead.
- Contextualize SOPs and Develop Tools: Adapt the GBV case management and WGSS standard operating procedures (SOPs) to the local context and create necessary tools and guidelines.

- **Train GBV Case Workers and Supervisors:** Conduct training sessions for GBV case workers and their supervisors on key topics, including GBV case management, GBV Information Management System (GBVIMS), psychosocial support (PSS), referral processes, data protection, and informed consent.
- **Identify Entry Points and Provide Training:** Identify key entry points for intervention and train relevant personnel on Psychological First Aid (PFA), the safe handling of GBV incidents, and referral mechanisms.
- **Coordinate with GBV and Protection Actors:** Collaborate with other GBV and protection stakeholders, including the GBV Sub-Cluster, to ensure a coordinated response.
- **Develop Capacity-Building Plan:** Create and implement a comprehensive capacity-building plan for the GBV team and partners.
- **Establish Supervision and Mentoring Systems:** Implement a robust supervision and mentoring system to support the GBV team's development.
- **Facilitate Cross-Learning Opportunities:** Promote knowledge sharing and cross-learning between the Danish Refugee Council (DRC) and other implementing partners focused on GBV programming and case management.
- **Update Referral Pathway:** Regularly review and update the referral pathway to enhance service delivery.
- **Develop Exit Plan for GBV Case Management and WGSS:** Formulate a sustainable exit strategy for GBV case management and the WGSS, ensuring continuity of services beyond the consultancy period.

7. Duration, timeline, and payment

The total expected duration to complete the assignment will be no more than **four** months.

8. Eligibility, qualification, and experience required

Essential:

- Expertise in Service Setup: Proven track record in establishing GBV case management services, Women and Girls Safe Spaces (WGSS), and psychosocial support (PSS) services.
- Training and Development: Experienced in conducting trainings on GBV case management, GBV Information Management System (GBVIMS), and developing standard operating procedures (SOPs), training materials, and tools.
- Complex Context Understanding: In-depth knowledge of the complexities surrounding migrants, refugees, and internally displaced persons (IDPs).
- Survivor-Centered Approach: Strong understanding of and ability to implement a survivor-centered approach in all GBV interventions.
- Multi-Sectoral Response Implementation: Knowledgeable in applying a multi-sectoral response to GBV, ensuring comprehensive support for survivors.
- Case Management Principles: Familiar with case management principles and adept at applying them within GBV programming.
- Engagement with Humanitarian Architecture: Proven ability to effectively engage with key stakeholders in the humanitarian architecture, including the Protection Cluster and GBV Area of Responsibility (AOR).
- Contextual Analysis Skills: Capable of critically analyzing contexts, trends, and vulnerabilities related to GBV.
- Prevention of Sexual Exploitation and Abuse: Knowledgeable about responsibilities related to preventing sexual exploitation and abuse in humanitarian responses and committed to supporting implementation.
- Application of GBV Tools: Proficient in locating, adapting, and applying key GBV tools, including GBV SOPs, GBV IMS, WHO ethical and safety recommendations, and IASC Guidelines for gender-based violence interventions in emergencies.
- Innovative Programming: Applies critical thinking and problem-solving skills to develop innovative GBV programming, including effective case management.
- Advocacy Skills: Demonstrated capacity to advocate for GBV prevention and response initiatives, supporting the needs of survivors.
- Ethical Data Collection: Understands ethical issues surrounding data collection and confidentiality, conducting safe and ethical GBV assessments.
- Training Delivery: Proven track record in organizing and delivering trainings on GBV prevention and response, including case management.
- Experience with NGOs and UN Agencies: Experienced in collaborating with international NGOs, UN agencies, and local authorities in complex emergency contexts.

- Technical Proficiency: Familiar with Microsoft applications (Word, Excel, and database software) and committed to further skill development.
- Team Collaboration: Strong cooperation skills, capable of working independently as well as part of a team.
- Adaptability: Able to take initiative and adjust to changing circumstances and priorities.
- Resilience Under Pressure: Demonstrates the ability to cope with complex environments and work effectively under pressure.
- Commitment to Gender Equality: Committed to promoting gender equality, integrating gender analysis, and mainstreaming it into humanitarian programming.
- Cultural Context Understanding: Possesses a solid understanding of the social, cultural, and economic contexts in Somalia and Somaliland.

Qualification:

- At least a bachelor's degree in social science, Social Work, Public Health, Gender Studies or related disciplines.
- A master's degree in social science, Social Work, Public Health, Gender Studies or related disciplines will be an added advantage.
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Experience:

- A minimum of **6 years of proven** experience working in GBV programming particularly on setting up GBV case management in a complex humanitarian setting.

Language requirements:

- Written and spoken fluency in English.
- Working knowledge of Somali is an advantage

9. Technical supervision

The selected consultant will work under the supervision of the Protection Manager

10. Location and support

Mogadishu with travels to field locations in Somalia.

The Consultant will provide her/his own computer and mobile telephone.

11. Travel

The Consultant will travel to selected DRC field offices across Somalia, to understand the context, meet with respective staff and communities, conduct CM training and supervision as agreed with HOP and PM.

DRC will arrange for and provide the required logistical support at the time of in-country travel including safety information.

12. Submission process

Refer to the RFP Cover Document

13. Evaluation of bids

Refer to the RFP Cover Document