



Terms of Reference (ToR)

Call for Facilitator: Psychosocial Support Workshop for Victims/Survivors

Community Engagement in Transitional Justice: Truth-Telling and Trauma Healing in BARMM

Background

The Bangsamoro peace process has made significant strides since 2019, following the plebiscite that established the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM). The peace agreement between the Government of the Philippines (GPH) and the Moro Islamic Liberation Front (MILF) includes two main tracks: the Political track, which focuses on creating the autonomous region, and the Normalization track, aimed at transforming armed conflict into political participation and integrating combatants into civilian life. While the Political track has progressed well, the implementation of the Normalization track, particularly in transitional justice and reconciliation, has been slower. Despite a comprehensive report from the Transitional Justice and Reconciliation (TJR) working group, many of the recommended actions have yet to be adopted. At a recent conference, civil society organizations (CSOs) advocated for better collaboration to push both the GPH and MILF to take action on these recommendations and advance efforts in transitional justice and reconciliation.

Within the context of transitional justice and peacebuilding in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM), communities continue to experience the long-term psychosocial impacts of armed conflict, displacement, and human rights violations from the Martial Law period to the present.

As part of a community-led approach to dealing with the past (DwP), forumZFD will conduct a 2–3-day psychosocial support workshop with victims/survivors in selected pilot communities. The workshop aims to provide trauma-sensitive support, strengthen coping mechanisms, and prepare survivors for safe engagement in truth-telling and transitional justice processes. To ensure quality, safety, and adherence to do-no-harm principles, forumZFD Philippines seeks to engage a qualified **Facilitator (Psychosocial Practitioner)** to design and facilitate the workshop.

Objective of the Assignment

To design and facilitate a culturally grounded, trauma-informed psychosocial and gender-responsive support workshop that strengthens survivor well-being, resilience, and readiness for participation in community-based truth-telling processes.

Scope of Work

The Resource Person will:

Design and Prepare a Victim Centered Approach Workshop

- Develop a detailed 2–3-day workshop design aligned with trauma-sensitive and victim-centered approaches. This includes inception report development and workshop agenda finalization.

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- Contextualize content to BARMM’s conflict history and cultural setting.
- Integrate psychosocial first aid principles and safeguards against re-traumatization.
- Coordinate with the project team and local CSO partners during preparatory meetings.
- Provide a short facilitation plan, including objectives, methods, and required materials.

Conduct Facilitation

Lead and co-facilitate participatory sessions, including:

- Psychoeducation on trauma and stress responses
- Grounding and emotional regulation exercises (including participants preparation for trauma-sensitive truth-telling engagement)
- Ensure safe, inclusive, and gender-responsive spaces.
- Monitor participants’ well-being and adjust facilitation as needed.
- Provide immediate psychosocial first aid if distress arises.

Adhere to Safeguarding and Ethical Practice

- Ensure confidentiality and informed consent protocols are upheld.
- Apply do-no-harm approaches throughout the workshop.
- Identify participants requiring additional support and recommend referral pathways (without breaching confidentiality).

Document and Report

Submit a post-workshop report (5–7 pages) including:

- Summary of activities conducted and key reflections (non-identifiable)
- Observations on participant well-being and readiness to participate in truth-telling/documenting activities
- Recommendations for follow-up support and truth-telling engagement
- Provide inputs to improve future psychosocial and TJ programming

Deliverables	Objective	Number of working days
Inception Report	Inception report with proposed methodology and agenda	1
Workshop design and session planning		2
Facilitation of a 2-3-day psychosocial support workshop	Workshop facilitation	3
Final Workshop Report	Post-workshop narrative report with recommendations (within 10 working days after completion).	1

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Total estimated level of effort		70
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Required Qualifications and Experience

- Advanced degree in psychology, counseling, social work, or related field (or equivalent professional experience).
- At least 5 years of experience in psychosocial support work with victims/survivors of conflict, trauma healing, or mental health programming in conflict-affected settings.
- Demonstrated experience facilitating group-based trauma-sensitive workshops, particularly at the community level.
- Knowledge of transitional justice (TJ), truth-telling processes, or peacebuilding is an asset.
- Strong understanding of gender-responsive and culturally sensitive approaches.
- Experience working in BARMM or similar contexts is highly desirable.
- Fluency in relevant local languages is an advantage (Tagalog is highly desirable).

Reporting Line

- The consultant will report directly to the Project Manager of the Cotabato project team.

forumZFDs support will include

- timely access to all necessary background materials, strategic documents, and other resources relevant to the design and facilitation of the sessions.
- Logistical and Administrative Support (includes assistance with Travel and accommodation arrangements (as applicable)).
- active engagement in the co-creation of workshop/session content and activities, ensuring alignment with program goals. They will also participate in the co-facilitation of the sessions where appropriate.

The consultant is expected to deliver the outputs within the agreed timeframe (March 2026).

Ethical Standards

The Resource Person must:

- Uphold confidentiality and informed consent at all times.
- Commit to a victim-centered, rights-based, and do-no-harm approach.
- Avoid any actions that may cause re-traumatization or harm.
- Respect cultural, gender, and religious sensitivities within BARMM communities

Application Requirements

Interested candidates may submit:

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- CV (maximum 2 pages) including two references contacts
- Brief technical proposal (2–3 pages) outlining workshop facilitation approach
- Indication of Daily Rates

Please send your application via email to: Hope Abayon, abayon@forumzfd.de

The subject title of the Email should be “Application: Psychosocial Support for Victims”

The deadline for applications is 9th of March, 2026. The applicants will be assessed on rolling basis. Only shortlisted applicants will be notified via email and / or phone.

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