

TERMS OF REFERENCE (TOR) FOR A PSYCHOSOCIAL FACILITATOR

Activity Title: Legal Aid Clinics and Psychosocial Support for Women Journalists Facing Online Abuse

Project Title: Advocacy and Alliance Building: Safeguarding Women Journalists in Digital Spaces

Location: AMWIK Offices

Duration: 2 days (September 8th -9th, 2025)

1. Background

In Kenya's digital media landscape, women journalists face increasing threats of online harassment, including cyberbullying, doxxing, and sexualized hate speech. Beyond legal challenges, such abuse inflicts deep psychological harm, leading to trauma, stress, and withdrawal from professional spaces.

The Association of Media Women in Kenya (AMWIK), under the *Advocacy and Alliance Building: Safeguarding Women Journalists in Digital Spaces* project with support from Urgent Action Fund, is implementing legal aid clinics complemented by psychosocial support sessions. These interventions will provide holistic care to women journalists who have experienced online violence, ensuring their emotional well-being and empowering them to pursue justice.

2. Purpose of the Assignment

The psychosocial facilitator will provide trauma-informed psychosocial support to women journalists affected by online harassment. The facilitator will design and conduct sessions (physical and online) that create a safe, supportive, and empowering space where participants can process their experiences, build resilience, and adopt coping strategies for emotional recovery.

3. Scope of Work

The psychosocial facilitator will be responsible for:

1. Pre-session preparation

- Develop a psychosocial support session plan tailored to women journalists facing online violence.
- Coordinate with AMWIK to align sessions with the broader objectives.

2. Session facilitation

- Lead small-group psychosocial support sessions with up to 20 in-person participants and 20 online participants.
- Deliver trauma-informed session that prioritizes survivor-centered approaches.
- Guide participants through coping strategies, resilience-building, and stress management techniques.

3. Post-session follow-up

- Document key (non-identifiable) insights and recommendations to inform AMWIK's referral network development.
- Provide referrals for participants requiring specialized mental health care.
- Submit a brief report highlighting session delivery, participation, challenges, and recommendations.

4. Deliverables

- A tailored psychosocial support session plan submitted to AMWIK before the activity.
- Two psychosocial support sessions (one per day, combining in-person and online participation).
- A referral list of professional mental health resources for participants requiring continued support.
- A **post-activity report** summarizing:
 - Session activities and participation (in-person and online).
 - Key observations and participant feedback.
 - Recommendations for strengthening future psychosocial support interventions.

5. Qualifications and Experience

The facilitator should possess:

- A degree in Psychology, Counselling, Social Work, or related field (Master's degree preferred).
- Registration with a recognized professional body
- Proven experience (minimum 5 years) in facilitating psychosocial support, particularly for survivors of trauma or gender-based violence.
- Strong understanding of online harassment and its psychosocial impacts, especially in media contexts.
- Demonstrated skills in group facilitation, trauma-informed care, and survivor-centred approaches.
- Excellent communication skills (English and Kiswahili).
- Sensitivity to confidentiality and ethical considerations in working with survivors.

6. Duration and Level of Effort

- The consultancy will cover **2 days** (September 8th -9th, 2025), inclusive of session preparation, facilitation, and reporting.
- The facilitator is expected to dedicate additional preparation time prior to the sessions.

7. Application

Deadline for Applications: August 29th, 2025

Submission: Applications should be sent by email to info@amwik.org with the subject line: *Application – Psychosocial Facilitator*. Only shortlisted candidates will be contacted.