

SOS Children's Village - Staff recruitment in the project "Addressing Systemic Gaps—Support to Child Welfare System Reforms

25.03.2022

Terms of Reference ToR

Position: Scientific personnel for Development and implementation of training activities related to the topic "Dyadic Developmental Psychotherapy"

SOS Children's Village - North Macedonia

SOS Children's Village North Macedonia (SOS CV) is a non-governmental, non-political and non-profit organization, registered under the Macedonian law on Associations and Foundations (reg. number 5521734). SOS CV believes that every child belongs to a family and grows with love, respect and security. The organization builds families for children in need, helps them shape their own futures, and shares in the development of their communities. SOS CV helps children, young people and their caregivers through services in Care, Education, Health and Emergency Response. SOS CV are focused on family support, long-term care for the children who lost the possibility to live with their biological families. In SOS CV village, children can once again find supportive environment and love, growing in homes until they become young independent individuals, SOS CV gives support to all children at risk, especially to those who have lost their parents or live in very hard conditions. Basis of our work and our prime goal is respect, promotion and raising our voice for children rights. Through our activities, we are trying to inform public and our associates for all the problems that these children are facing and to appeal for taking measures that will promote the welfare of these children around the world. Parallel with our lobbying activities, we encourage the children to take active part in processes that determines their lives.

SOS CV has 20 years of project experience in several areas:

1. "A loving home for every child" is the overall objective of SOS Children's Villages. The organization offer care, protection and support for children who lost their biological parents or that cannot stay with them due to family problems. SOS CV gives these children the opportunity to grow up in a stable and caring environment that enables them to live a self-determined life. This includes: childcare in more than 60 foster families with more than 120 children supported by SOS Foster Families Support Centre, 4 small group homes for youth care in municipalities (Butel, Karposh, Zelezara and Vlae) for 28 youth without parental care (aged 14-18) and one SOS Semi-Independent Living support Program (Skopje) for 30 young people without parental care that leaving alternative care (aged 18-25).
2. In addition, SOS CV has established counselling services for families at social risk whose face family violence, child abandonment and conflict relations within the family. Activities aim to stabilize these families and provide children the opportunity to grow up safely with their biological parents. The objective is to avoid break-up of families and the placement of children in alternative care systems. Moreover, this social service aims to support self-help capacities of vulnerable families to allow parents to take responsibility for the wellbeing of their children. They are implemented in two municipalities (Shuto Orizari and Gazi Baba) in the capital of Skopje with more than 110 beneficiaries. Besides the activities in its core business, SOS CV implements various project, initiatives and analysis supported by different donors.

Project Background

This Global Programme entitled "***A Right to Family - De-Institutionalisation to Reform Child Protection Systems in Albania, Armenia, Belarus, North Macedonia and Ukraine***" aims to improve children's rights with a specific focus on supporting the reform of alternative childcare systems and the de-institutionalisation process in 5 target countries: Albania, Armenia, Belarus, North Macedonia and Ukraine. The project executing agency is the HGFD e.V. / SOS Children's Villages Worldwide, the direct implementation of the measures is carried out by the 5-member associations (MAs) of the Federation SOS Children's Villages International.

The aim of SOS Children's Villages is to protect children and young people without parental care, to support their development and to address their special needs. SOS Children's Villages develops services and programmes aimed at strengthening families and preventing child neglect, partners with local communities to provide education, health care and responds to emergencies. The main areas of activity include the following:

- **De-institutionalisation**: SOS associations advise and support national and local governments in reforming childcare and protection systems and closing institutional childcare facilities, providing new family and community-based placements for children, and establishing services to provide preventive support to vulnerable families within communities.
- **Advocacy**: Their decades of work and experience as pioneers of alternative care form the basis for the commitment of the 5 SOS associations. They approach political decision-makers in governments, parliaments and authorities in their respective countries to sensitise them to children's rights. With their expertise, they provide information about the situation of children in need and call on those with political responsibility to act. They combine their practical programme work with political work as advocates for children's rights. Based on the UN Convention on the Rights of the Child, they advocate for the best interests of children and the social participation of all children.
- **Family-based care**: Children and youth who no longer have parents or who cannot stay with their biological parents due to family problems live in the SOS provided alternative care services or services that support and monitor alternative care providers. SOS enables these children to grow up in a stable and child-friendly family-like environment and offers them the chance to lead a self-determined life.
- **Prevention**: Family strengthening programmes focus on socio-economically disadvantaged families whose daily lives are characterised by factors such as poverty, dysfunction and violence. The measures aim to stabilise these families and enable their children to grow up in the care of their biological parents. The aim is to prevent the break-up of families and the separation of children from their parents, while at the same time strengthening the self-help capacities of families in need.
- **Education**: SOS Children's Villages supports children's educational pathways through early childhood education services, kindergartens, schools and vocational training programmes, as well as the socio-economic integration and promotion of labour market skills of youth and young adults.
- **Emergency aid**: In humanitarian emergencies, SOS Children's Villages provide emergency and transitional aid for children, youth and families (for example, in the context of refugee movements in the Balkans).

In order to secure quality service provision and care for the children that have experienced developmental trauma and show attachment and relationship difficulties with their primary caregivers, North Macedonia project will introduce a Dyadic Developmental Psychotherapy working methodology and approach. Through Dyadic Developmental Psychotherapy we're aiming at

introducing a treatment for families with adopted or fostered children who had experienced neglect and abuse in their birth families and suffered from significant developmental trauma. Dyadic Developmental Psychotherapy will cover PACE (Playful, Acceptance, Curious, Empathy) information for parents and caregivers about parenting a child with complex trauma using concepts of empathy, non-judgment, loving and clear boundaries, exploring the inner world and motives of the child. The introduction of the Dyadic Developmental Psychotherapy will improve North Macedonian professionals' capacity in DDP therapy, parenting approach and model for practice that uses what we know about attachment and developmental trauma to help children and families with their relationships. In the same time, it'll help them in developing trust, and will provide methods for interventions for families and those who support them.

The trainings in Dyadic Developmental Psychotherapy, will be conducted, thus strengthening the capacities of **at least 20 professionals in the social protection system in the country.**

Scope of work

The scientific personal will deliver a training for Dyadic Developmental Psychotherapy using material, experience and know-how from the implemented modules by connecting theory and practice.

The trainer is expected to contribute to the project overall objective by delivering face to face training in Dyadic Developmental Practice and Psychotherapy, respectively DDP level 1 and DDP level 2 trainings.

The scientific personal will work with the direct supervision of the Project Manager and Executive Director and in close cooperation with the Project Staff.

The process of implementation will go in 2 stages:

- Module 1: Four days training for introduction into the concept of brain development and trauma, context of DDP: One day introductory meeting and four days training DDP level one, for 20 participants;
- Module 2 (after six months): Four days for sharing the experiences from the practice, supervision and learning through role-plays for the same 20 participants.

Main Tasks:

- To develop training programme for the assigned training and make it available to the participants
- Conduct an assessment with the participants before and after the training to analyse the knowledge acquired from the participants on DDP practise.
- To prepare list of necessary materials for the implementation of the training
- To implement the training programme with participants (one group with max. 20 participants)
- To prepare training report
- To attend meetings related to the training delivery
- To act in accordance with the project aims and expected results

- To facilitate independently training on appropriate topics
- To take the lead in facilitating the training sessions;
- To incorporate interactive teaching/learning methods in an effort to keep the participants engaged in the training session;
- To work as part of a team when delivering the training programme
- To evaluate written assignments of the course participants if appropriate for the specific training component
- Regular submission of time sheets as appropriate for the training component delivered

Location

The Trainer will implement the training program in Skopje, North Macedonia.

Number of days:

Module 1: Four days training for introduction into the concept of brain development and trauma, context of DDP: One day introductory meeting and four days training DDP level one, for max 20 participants in June from 20-24.06.2022 and;

Module 2: (after six months): Four days for sharing the experiences from the practice, supervision and learning through role-plays for the same 20 participants in December from 5-9.12.2022.

Target group are max 20 professionals with experience in providing services to foster parents, caregivers and children - psychologists, speech therapists, psychiatrists, and social workers, with previous experience in psychotherapy. The professionals will be selected from the state institutions and non-governmental organizations.

Expected deliverables:

- Training programme (two (2) workshops, four (4) days each workshop with one group. The programme includes detailed explanation of aims objectives and expected results of the module including detailed session plans with description of the activities and time frame.
- Training report (5 days after module implementation). The Final report should contain summarised and documented information on each step of the training implementation. Group dynamic, personal development and progress achieved.

Project management

The trainer communicates with the Project Manager referring to the module preparations, module content and the methodology. The communication regarding needed materials and any other issues concerning the delivery of the course are communicated with the Project Manager.

Any concerns related to the realization of modules should be communicated with the Project Manager or the National programme development director if needed.

The trainers are obliged to report any irregularities or issues, which might endanger the course delivery, to the Project Manager as soon as possible.

Facilities and equipment to be provided by the contracting authority and/or other parties

The facilities will be provided by the Contracting Authority. The equipment required for the implementation of the modules will be pre-defined by the implementer and the SOS Children's

Village (including the time period for providing it) and will be part of the contract for the implementation of the trainings.

Requirements related to trainer's qualification and experience

1. Diversity management skills

Competence - experience of working with people with diverse backgrounds (ethnic, cultural, social, gender, religious etc.)

- Experience in managing group/team composed of members with different ethnic, social or cultural background.
- Has taken part in trainings/courses on topics such as Dyadic Developmental Psychotherapy, etc, and/or has been involved in research/project initiatives on similar topics).

2. Educational background and experience

Competence - the capacity to present concepts, methodologies and theories relevant for the activity concerned in a coherent and comprehensible manner

Formal

Bachelor in education preferably in Psychology, Medicine- Psychiatry, an advantage will be a specialization in Clinical Psychology or Clinical Psychiatry.

Non-formal

- In the past 3 years has attended trainings on relevant issues such as: gender, counselling, psychotherapy, personal and social skill development, assertiveness.
- Has continuity in attending trainings and/or can show continuous professional development in the field of formal or non-formal education
- Scientific personnel are a DDPI certified and DDPI-approved Trainer

3. Experience in Training delivery

- Minimum 2 years' experience in training delivery;
- Has been a lead trainer in at least 5 trainings;
- Any other teaching/training activity will be considered an asset;
- Trainer has delivered minimum 5 trainings on Dyadic Developmental Psychotherapy topics in past 3 years;

4. Other skills

- Fluent in English language
- Ability to work in MS office programs

5. Technical and Financial Proposal/Documents

- 5.1. **Technical proposal** should include detailed and interactive consultancies program, sessions plan a detailed implementation plan in accordance with the scope of work, expected outputs and deliverables provided for herein. The frequency of the engagement, **time-schedule, should be integral parts of the proposal.**

Note:

The final schedule should be agreed between the trainer and SOS CV. **The total number of working days approved will depend on cost of the day and availability of the budget within the project duration.**

- 5.2. **Financial proposal** must forecast the cost of preparation and reporting. These should be included in the payment for the day/s of the consultancies.

The Service Providers will be evaluated in terms of the quality of complete coverage of all aspects of the terms of reference, as well as compliance with qualifications as provided for herein.

Financial proposal should be submitted in attached template (**Annex A**), take the following explanations into account during submission of price proposal:

- You are required to propose number of working/days/time schedule with main duties description indicated in the Terms of Reference;
- You are required to propose your professional daily fee rate in **gross amount**, which will be multiplied by the number of working/days to establish the total contract amount;
- The fee rate should be indicated in euros.
- The payments to be made will be calculated on the actual number of working/days to be invested and reported (through timesheets and progress reports) by the consultant for fulfilment/delivery of corresponding activities/deliverables. The number of working/days to be reported by the consultant cannot be more than the number of working/days approved for the fulfilment/delivery of corresponding activities/deliverables.
- Once proposed and accepted, the fee rate cannot be changed.
- Financial proposal to be submitted through attached (Annex A) template
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6. Payment Schedule

Payments based on satisfactory completion of tasks assigned, upon submission of timesheet and Monthly progress report for number of hours worked. The final payment will be after submission and approval of Final report.

7. Submission of the proposal

The deadline for submitting the proposal is **April 3rd, 2022!**

Interested Company/Team of Experts/or Expert should deliver all documents to the following e-mail address: info.dei@sos.org.mk

- A clear proposal document (technical and financial) explaining methodology and approach;

- An expression of interest to provide the consultancies explaining how the Expert/Consultant experience match the qualifications required and, if any, previous experience in organising planned activities with similar stakeholders;
- CV highlighting the expertise of the Company/Team of Experts/Expert.
- Filled and signed Financial proposal (Annex A)