



TERMS OF REFERENCE

For a trainer to hold

Trainings on Children's Rights in Alternative Care

Background

SOS Children's Villages International is currently undertaking the development of the project "Training Professionals Working with Children in Care" under the framework of the European Commission's Fundamental Rights Programme concerning the rights of the Child.

Based upon the already developed publications on the rights of children in alternative care, SOS Children's Villages and partners at national level will undertake the development and rolling out of training modules aimed at care professionals to adopt **a child rights-based approach to their practice with children and young people in alternative care.**

Project activities will be carried out over a 2 year period with the objectives to build the capacity of care professionals, to engage key national and European stakeholders and raise awareness on the need to sustain such trainings.

Goal of the Trainings

These trainings will challenge care professionals to rethink their work practices, to incorporate a child rights-based approach to their work and to ensure that all children and young people in care have their rights met as a fundamental basis of all care processes.

Methodology

The implementation of the trainings will take place face-to-face and will be based upon a **learner centred approach**. This approach and methodology will allow the care professionals to discover the process and apply in practice new information pertaining to the rights of children. The trainers will also apply an **interactive learning** approach, which means acquiring information through hands on, interactive means. Using interactive learning as a methodology will engage and awaken interest in care professionals to adopt and change their practice methods with children in care.

Structure of the Training and Themes to Be Addressed

The trainers will hold a two-day workshop for care professionals to raise their capacity to apply a child-rights based approach to their work. The training will be structured along the topics trainers will learn about during their preparation in November and the handbook for trainers, including supporting materials.

Tasks of the Trainer

- Participate in the International Training of Trainers on 16 to 18 November 2015 in order to be empowered to deliver trainings at national level.

- Hold 4 trainings at national level. Between 15 and 20 care professionals will attend training, reaching around 100 care professionals in total.
- Use the training kit provided by SOS Children's Villages and partners to deliver the trainings.

Expected deliverables and timeframe

Timeframe	Activity	Outputs
16/11 - 18/11/2015	Training of Trainers (Budapest, Hungary)	Attend the training in Budapest - working language: English. National trainer has achieved the knowledge and experience to carry out trainings for care professionals on the rights of children in alternative care at national level with material provided.
01/2016 – 02/2016	National Trainings of Care Professionals from Alternatives Care	Deliver 4 trainings for 100 care professionals. Working language: national language. With the learned tools, care professionals will be able to communicate and engage with children in a way that will better develop their practice and children's outcomes. The trainings will build on the knowledge that care professionals already have but lack in practical application. The training will give the care professionals confidence and the tools to interact and engage with children about their rights in a way that is both age appropriate and child friendly.
06 – 07/2016	Write national recommendations for organising training for care professionals	Based on the experience achieved during the trainings, the trainers should feed-back on the national recommendations for stakeholders responsible for organising trainings for care professionals in alternative care.

Profile of the Trainer

- 3-year experience of training in social field:
 - Experience in working with care professionals;
 - Knowledge about children's rights;
 - Familiar with the alternative care system;
- Fluent in English;
- Availability according to project work plan;
- The trainer is prepared to travel to training destinations within the country as well as to Budapest, where the "International Training of Trainers" will take place.

Payment

- According to the project budget.

Working days

- 4 national trainings x 2 days =8 days,

- Training of Trainers - 4 days
- Preparation time - 4 days. Preparation time involves travel time, a preparation meeting between the two trainers, the adaptation of training material to the local context (1 day), follow-up after trainings including compilation of training evaluations (2 days) and reporting to the national steering group (1 day).

The interested candidates should submit an up to date Curriculum Vitae and a letter of interest in English and in Bulgarian related to the current Terms of Reference by 15.07.2015 to Denitsa Avramova (denitsa.avramova@sosbg.org). Short-listed candidates will be invited for an interview.