



TERMS OF REFERENCE

CONSULTANCY FOR FEMINIST PSYCHOSOCIAL PRACTITIONER

Introduction

The African Women's Development Fund (AWDF) envisions an Africa where gender justice is a lived reality for all African women, girls and gender-diverse people. Guided by its Strategic Framework (2023–2033), AWDF resources, nurtures and strengthens African feminist organizations, movements and leaders to advance lasting social transformation.

As part of its Leadership and Governance Strengthening Programme, AWDF is supporting feminist organizations in Lusophone Africa through leadership coaching, organizational accompaniment, governance strengthening and collective learning. Recognizing that transformative leadership is sustained through both institutional resilience and individual wellbeing, AWDF is integrating a psychosocial accompaniment component into the programme.

This consultancy seeks to strengthen the programme's culture of care by providing dedicated psychosocial accompaniment to participating leaders and supporting the creation of learning spaces that centre wellbeing, healing, safety and collective care.

Purpose of the Consultancy

AWDF seeks to engage a psychosocial accompaniment team to accompany a cohort of ten (10) feminist leaders participating in the twelve-month Feminist Leadership and Governance Strengthening Programme.

The practitioner will provide confidential psychosocial support, accompany participants through moments of personal and collective reflection, and contribute to creating learning environments that uphold feminist principles of care, dignity, trust and accountability.

Working alongside leadership coaches and the programme team, the practitioner will ensure that participants who require additional emotional support receive appropriate accompaniment while enabling leadership coaches to remain within the scope of their professional practice.

Scope of Work

The consultant will:

Participant Accompaniment

- Provide confidential one-on-one psychosocial accompaniment to programme participants throughout the programme.
- Respond to referrals from leadership coaches where participants require specialized psychosocial support.
- Offer appropriate referrals to external services where additional support may be required.

Collective Learning and Wellbeing

- Participate in programme convenings, including the Inception Forum, selected learning sessions and the Closing Forum.
- Provide immediate psychosocial accompaniment during programme activities where emotionally significant issues arise.
- Design and facilitate periodic wellbeing and collective care sessions for programme participants.
- Support participants to develop individual and collective wellbeing practices that contribute to sustainable leadership.

Programme Support

- Advise the programme team and leadership coaches on approaches for creating psychologically safer and more supportive learning spaces.
- Collaborate with leadership coaches while maintaining appropriate professional boundaries and participant confidentiality.
- Contribute to reflective learning and adaptive programme implementation through periodic debrief sessions with the programme team.

Expected Outcomes

By the end of the consultancy, the programme will demonstrate:

- Participants have access to timely and appropriate psychosocial accompaniment throughout the programme.
- Learning spaces that foster trust, reflection, collective care and psychological safety.
- Stronger participant wellbeing and resilience to navigate the personal and organizational demands of feminist leadership.
- Clear referral pathways between leadership coaching and psychosocial accompaniment.
- Enhanced capacity of the programme team to integrate wellbeing and care into programme delivery.

Deliverables

The consultant will deliver:

1. An inception meeting and accompaniment approach for the programme.
2. Confidential one-on-one psychosocial accompaniment sessions for participants, as required.
3. Facilitation of periodic wellbeing and collective care sessions.
4. Participation in key programme convenings.
5. Debrief notes following programme forums (while maintaining participant confidentiality).
6. Mid-term reflection report on emerging wellbeing trends and recommendations.
7. Final consultancy report highlighting key learning and recommendations for strengthening feminist accompaniment in future cohorts.

Duration

The consultancy will run concurrently with the Leadership and Governance Strengthening Programme over a period of **twelve (12) months**.

The team will participate in key programme milestones while remaining available for participant accompaniment throughout the implementation period.

Consultant Profile

The ideal consultant will demonstrate:

- Advanced training or professional experience in counselling psychology, psychotherapy, psychosocial support, mental health, social work or a related field.
- Demonstrated experience providing psychosocial accompaniment within feminist, women's rights, human rights or social justice contexts.
- Strong grounding in intersectional feminist principles and a demonstrated commitment to gender justice.
- Experience supporting leaders, activists, movement builders or human rights defenders navigating burnout, trauma, grief, organizational conflict or other emotionally complex experiences.
- Deep understanding of collective care, healing justice, trauma-informed practice and wellbeing within movement spaces.
- Excellent facilitation, active listening and relationship-building skills.
- Ability to work confidentially, ethically and with high emotional intelligence.
- **Fluency in Portuguese is required.** Working knowledge of English will be an added advantage.
- Experience working within Lusophone Africa or with Portuguese-speaking feminist organizations is highly desirable.

Reporting

The consultant will report to the **AWDF Nurturing Programme Specialist** and will work collaboratively with the programme team and leadership coaches.

All participant information will be treated with the highest level of confidentiality. Any programme learning shared with AWDF will be anonymized and presented in ways that protect participants' identities while strengthening programme quality.

Application Process

Interested consultants should submit an application to consultants@awdf.org by **7th August 2026**. Applications should include:

1. CVs of the consultancy team members
2. A technical proposal describing their approach to feminist psychosocial accompaniment.
3. A financial proposal.