

ToR: Psychosocial health and wellbeing of staff

About ICS SP

Our goal is for every child to grow up in a safe and nurturing environment so that they can reach their full potential. A goal we aim to achieve by working with parents and caregivers, by strengthening families and communities, and by strengthening and influencing governments, civil society and private sector towards better policies and practices to fulfil children's rights. www.icsafrica-sp.org

Background: COVID 19 has produced a lot of uncertainty. It has presented a unique and unprecedented scenario for many staff. We are dealing with two contagions — the virus itself and the emotions it generates. Negative emotions are every bit as contagious as the virus, and they're also toxic. Fatigue, fear, and panic undermine our ability to think clearly and creatively, manage our relationships effectively, focus attention on the right priorities, and make smart, informed choices. We aim to support our staff to cope with fatigue, stress, fear, panic and changes brought about by this pandemic.

Purpose: We aim to promote psychosocial health and wellbeing of staff. We specifically aim to support staff to;

- To be aware of their emotions and how to manage the same
- Have increased capacity to cope and manage their stressful experiences and uncertainty
- Proactively engage in positive self-care to improve their sense of control and endurance
- Stay resilient during this pandemic

Assignment: We are looking for a psychosocial wellbeing /mental health coach to help us address the above issues with our staff. Although the engagement will be virtual, we want the sessions to offer opportunities where staff will practice some relaxation and stress management techniques during this engagement.

Timelines: We envisage to have the training /coaching sessions once a month for three months starting June 2020.

How to apply: Interested consultants /coaches are invited to submit an Expression of Interest (EOI) with the following details:

- ❖ Topics to be covered and proposed methodology.
- ❖ Clear time planning including outputs/deliverables for each monthly session
- ❖ Detailed budget in KES
- ❖ Their CVs and contact information for 3 professional references.

EOIs are to be submitted through info@icsafrica.org. Please include the title of the TOR in the headline. The deadline for submission is 08th July 2020.