



Facilitator - Freedom Rising Program (North India)

TERMS OF REFERENCE

Overview

The Freedom Fund is seeking expressions of interest from facilitators with significant and demonstrable experience in the facilitation of leadership programs for civil society leaders in India. Facilitators will work in collaboration with co-facilitators and the Freedom Rising to adapt and deliver the Freedom Rising leadership program in Uttar Pradesh and/or Bihar from August 2021 – December 2022.

About the Freedom Fund

The Freedom Fund (freedomfund.org) is a leader in the global movement to end modern slavery. We identify and invest in the most effective frontline efforts to eradicate modern slavery in the countries and sectors where it is most prevalent. Partnering with visionary investors, governments, anti-slavery organisations and those at risk of exploitation, we tackle the systems that allow slavery to persist and thrive. Working together, we protect vulnerable populations, liberate and reintegrate those enslaved and prosecute those responsible.

The Freedom Fund currently supports over 120 partners in 10 slavery hotspots in India, Nepal, Thailand, Indonesia, Brazil, Bangladesh, and Ethiopia. In addition, the Fund has also launched global initiatives on supply chains, strategic litigation, the treatment of mental trauma, and safer migration.

About the Freedom Rising Program

The Freedom Rising Program is a leadership and networking initiative of the Freedom Fund, designed to invest in a new generation of frontline practitioners, especially women and survivors, working with communities vulnerable to modern slavery and human trafficking. Our vision is for an anti-slavery movement that consists of resilient, representative, and collaborative frontline organisations, and which promotes and centres the leadership of women and survivors.

The program is designed to support leaders through a personal learning journey, that provides the skills and space for participants to experience, analyse and apply their learning. Over a series of four residential training modules, participants engage in experiential learning activities covering the program's key themes of gender, survivor leadership, power, and resilience. Participants are also supported to identify their personal and organisational vision and to develop and implement action plans to move toward their goals.

At the end of the program, we expect participants to have greater clarity and confidence in implementing their vision for personal and organisational development. We also expect participants and their organisations to increasingly unify their efforts around shared goals, and strategically use their collective and community-centred power to drive the systemic change needed to end slavery.

The program is currently being piloted in Tamil Nadu. In each location, the program will be adapted to fit the needs of the local context and will be delivered in local language.

Freedom Rising Curriculum

The Freedom Rising curriculum has been developed by the Freedom Fund in partnership with Dalberg, and in extensive consultation with subject matter experts, facilitators and participants. The program’s pedagogy is experiential and highly participatory, with space for learning, experiencing, reflecting, and applying new skills and knowledge. The aim of the program is to create transformative change at 3 levels:

The Leader: Frontline leaders, especially women and survivors, are equipped and connected to be empowered and effective leaders and challenge the bias that undermines their leadership.

The Organisation: Leaders build resilient and representative organisations that are well-connected, resourced, and able to successfully manage change.

The Movement: Leaders identify their shared vision and values, building a sense of solidarity and lay the foundations for collective action and network building.

The program takes place over approximately 12 months, including an optional 6-8 week online program, followed by in-person training delivered through a series of residential of 3-4 days each, starting in January 2022.

Online Support Program

This program was developed in response to the covid pandemic and the need for leaders to develop their capacity to communicate and build relationships online. This is an optional program for leaders who wish to build their digital literacy, to learn and use key online tools, and to start to build communication skills and relationships with other participants.

In-Person Program

The in-person program consists of four residential delivered every 3 months. Each residential focusses on a different level of leadership:

Residential 1	Residential 2	Residential 3	Residential 4
Leading the Self	Leading Others	Leading Organisations	Leading Movements

Beyond “core” leadership skills, the curriculum addresses four key themes which are particularly relevant to leaders in the anti-slavery sector, and which are woven throughout each residential:

- **Gender:** content focuses on understanding the self, interlinkages of inequality, internal biases, analysis of organisations, and visioning change to align with values.
- **Power:** content focuses on understanding power, power structures, power conflict, responding to power, power analysis of organisations and visioning change.
- **Survivor leadership:** content focuses on survivor leadership as a model for resilience, the value of lived experience in impactful organisations and creating change.
- **Trauma and resilience:** content focuses on well-being, self-care, trauma-informed leadership, empowering other identifies, power sharing, and organisational resilience. Methodologies used link the body and the mind, e.g., Dance Movement Therapy.

Action-oriented learning is enabled through action planning, with identified activities carried out between residential to embed and sustain change.

As a participant-led program, the role of the facilitator in Freedom Rising is to guide and support participants through their individual learning journeys. Facilitators are expected to be flexible, to adapt content to the needs and interests of participants, and to encourage participants to learn from each other and to reflect on their own experience. Facilitators should not expect to simply “teach” to a set curriculum.

We are therefore seeking up to 4 facilitators who are willing to work collaboratively with each other and the Freedom Rising team on a range of activities for the adaption and implementation of the program. These include:

1. Advice on program structure and inter-residential and extra-curricular activities, including cascading and mentoring components (August 2021)
 - a. Review high-level program structure in consideration of program aims, participant profiles and context, and advise on changes to program structure required.
2. Curriculum review and adaption (August to November 2021)
 - a. In-depth review of in-person program curriculum, including facilitator’s guide and participant materials.
 - b. Participate in workshops and testing sessions with the Freedom Rising team, participants, other facilitators, and experts.
 - c. Identify areas for revision or adaption based on participant needs, context, or facilitator experience.
 - d. Work with Freedom Rising team and co-facilitators to amend or develop new curriculum content as required.
3. Identification of ad hoc expert facilitators (as required – September 2021)
4. Delivery of program sessions at four residentials of 3-4 days each (January to October 2022)
 - a. Attend “train the trainer” and rehearsal sessions in preparation for each residential.
 - b. Work with co-facilitators to allocate roles and responsibilities for each session.
 - c. Work with Freedom Rising team to share information and communicate with participants in advance of each residential.
 - d. Attend all four residentials and deliver the adapted curriculum in local language (Hindi).
5. Support to participants between residentials (as required – January to October 2022)
 - a. As necessary, check-in with or provide guidance to participants on inter-residential activities and action plans.
6. Monitoring program impact and contribution to evaluation processes (January to December 2022)
 - a. Debrief with Freedom Rising team at the conclusion of each residential on successes, challenges, learnings, and changes required for the next residential.
 - b. Make adjustments to future residentials or recommendations for future cohorts as required.
 - c. Pass on any participant feedback to the Freedom Rising team.
 - d. Contribute as required to internal or external evaluations and reports.

Potential engagement:

7. Online curriculum review and adaption (August – September 2021)
 - a. Review online curriculum, including facilitator’s guide and participant materials.
 - b. Identify areas for revision or adaption
 - c. Work with Freedom Rising team to amend or develop new content as required.
8. Prepare and deliver Online Program (2.5hr weekly sessions – October to December 2021)
 - a. Work with Freedom Rising team and co-facilitators to prepare materials for online sessions, share information and communicate with participants as required.
 - b. Deliver online program to small groups of participants in two-hour weekly online sessions (maximum 4 per week)

Qualifications and experience

Facilitators should have experience in delivering transformative leadership programs, using experiential and participant-led methodologies. We are looking for facilitators who will own and embody the program, and who will work collaboratively with their co-facilitators and with the Freedom Rising team to support powerful and personal learning journeys for our participants.

Essential

- At least five years' experience delivering leadership programs to frontline and community-based leaders, organisations, or activists in India.
- Expertise in experiential and participant-led training methodologies.
- Expertise managing complex group and power dynamics.
- Experience in working with civil society organisations to support organisational development, capacity building, network-building, and/or movement-building.
- Experience developing curriculum content and adapting content according to participant needs.
- Experience working with co-facilitators to both develop and deliver leadership curriculum.
- English and Hindi language.

Desirable

- Understanding of the operating context for frontline, community, and grassroots organisations in Uttar Pradesh and/or Bihar
- Expertise in gender, power, survivor leadership, or trauma & resilience.
- Expertise in coaching or mentorship.

Personal attributes

- Commitment to the goals and values of the Freedom Rising Program.
- Ability to build relationships with a wide range of individuals from diverse backgrounds.
- Ability to work collaboratively and incorporate the perspectives of a range of stakeholders.
- Flexibility, openness, and responsiveness to the feedback of participants and other team members.

Application procedure

Expressions of interest should be submitted in English and include a CV, cover letter (maximum one page) and contact details of two referees. Please send by email to nminz@freedomfund.org before 15th of July 2021.