

## **Holistic Security Consultancy for The Caribbean**

### **Terms of Reference**

<b>Job title</b>	Holistic Security Consultant, preferably a team of consultants
<b>Reporting to</b>	Eva Bonnefoy Borjas
<b>Location</b>	The Caribbean region
<b>Working days</b>	Working days (depending on the milestones and deliverables timelines)
<b>Duration</b>	January - March 2025
<b>Geografic focus</b>	The Caribbean region
<b>Budget allocated</b>	5000 USD

### **About IPPF and IPPF ACRO**

The International Planned Parenthood Federation (IPPF) is a global service provider and a leading advocate of sexual and reproductive health and rights for all. We are a global movement of national organizations working with and for communities and individuals. Globally, IPPF, an organization with a 72-year history is present in 152 countries. In 70% of them, we are the leading provider of sexual and reproductive health services.

Our work is wide range, and includes comprehensive sexual education, contraceptive provision, safe abortion and maternal care, and response to humanitarian crises. The International Planned Parenthood Federation of the Americas and the Caribbean (IPPF ACRO), is made up of 29 organizations from 29 countries Antigua and Barbuda, Argentina, Aruba, Barbados, Bolivia, Brazil, Canada, Chile, Colombia, Cuba, Curaçao, Dominica, Ecuador, Guadeloupe, Guatemala, Grenada, Guyana, Haiti, Honduras, Jamaica, Mexico, Paraguay, Peru, St. Lucia, St. Vincent and the Grenadines, Suriname, Trinidad and Tobago, United States of America and Venezuela.

### **Consultancy approach**

IPPF ACRO supports Member Associations (MAs) and other external partners contributing to social change in their countries. These organizations often operate in difficult environments, where actors mobilizing for change can face harassment, defamation, threats and violence. MAs mobilize to push for structural change and access to services on issues that face powerful opposition from public opinion, the religious sector and even at the state level, so they can be at risk daily.

As a result, the IPPF ACRO team has identified the need to develop a training process that aims to develop a comprehensive understanding of security for MAs, as well as technical and strategic capacities to prevent, mitigate and enhance their protection at the organizational level. We want to ensure that every member of the MAs has sufficient knowledge and understanding of holistic security to be safer and more secure as personnel provide services in the physical facilities of the MAs.

Our security-related work is carried out from a holistic security perspective. This means that we understand security as a complex concept comprising physical, digital and emotional elements.

**Participants:**

- Staff working in Member Associations of The Caribbean region

**Objectives of the consultancy**

- Make an analysis of security and safety needs in the countries and organizations participating in the training
- To provide MA staff with an overview of the holistic security approach, its key characteristics and the importance of developing long-term security strategies and protocols.
- To propose a series of webinars to be held over a maximum of two and a half months that will address aspects of understanding a) the understanding of establishing a security culture in the organization, b) the security needs and the landscape of physical, digital and emotional attacks and threats against individuals and/or MAs, c) develop prevention, mitigation and protection strategies in the 3 elements of security and d) provide elements for organizations to develop security plans and protocols.
- Provide concrete technical and operational elements and capacities to MAs to mitigate, prevent and improve their physical, emotional and digital protection.
- To rescue the good practices and knowledge that organizations have on holistic security issues
- To assess and develop the capacities of the staff of the participating MAs to create and implement security protocols, both in the short and long term.
- Ensure that trained organizations can replicate these trainings in their organizations (provide facilitation notes, documents and pedagogy to enable replication).

**Deliverables**

The scope of work of the Consultant(s) includes the following activities:

- A work plan with detailed pedagogical methodology and timeline of activities
- Creating, coordinating and facilitating a series of webinars (minimum 4)
- Produce a final consultancy report with recommendations
- Provide facilitation notes, documents and pedagogy to enable replication)

## **Profile of the consulting team**

### **Knowledge and competencies:**

- Demonstrated understanding and knowledge of the Holistic Security Approach
- Have extensive knowledge and proven experience in working in the Caribbean region
- In-depth knowledge of human rights, including approaches and techniques to address the security issues of grassroots organizations, social movements and NGOs
- Good knowledge of power dynamics and global politics around gender, LGBTIQA+ and women's rights
- Excellent communication skills and networking experience
- Proven ability to work independently and remotely with a multicultural team based in different countries
- Fluency in English
- Spoken and written Spanish and/or French is a plus

### **Experience:**

- Proven and solid experience in supporting and accompanying grassroots organizations, social movements, activists and NGOs in the development and implementation of security and protection plans/strategies.
- Demonstrated experience in feminist organizing, horizontal organizing and non-profit work in the Caribbean Region
- Proven and substantive experience in the design and development of training and capacity building strategies in relation to the security and protection of human rights defenders in the Caribbean Region
- Experience in developing processes and plans through inclusive and participatory approaches

### **Personal qualities:**

- Possess excellent team spirit and be able to work in a multicultural environment
- Commitment to the mission and principles of IPPF
- Highly organized and efficient, with great attention to detail
- Collaborative approach and ability to work effectively as part of a small team
- Comfortable working independently and managing own workload with tight deadlines

- Ability to innovate and experiment with different tactics, as well as flexibility to improve and update strategies based on learning and data collected and analyzed

### **Recruitment process**

Please **send CV of the facilitators group and detailed proposal**, including financial proposal, to **ebonnefoy@ippf.org** before **13 December 2024**. Please put 'Holistic Security Consultancy - Caribbean' in the subject line.