

PSEA Trainer  
Terms of Reference (TOR)

**Summary:**

Job title	Trainer on sexual exploitation and abuse (PSEA)
Project title	Protective Environment for Girls and Vulnerable Groups in Shelters
Purpose	To deliver a total of 20 capacity building sessions to national actors on humanitarian principles, safeguarding that includes PSEA and intersectional approaches
Location	Lebanon
Duration	20 days
Reporting to	NCLW General Secretary

**Background:**

Lebanon is facing a rapidly escalating humanitarian crisis with severe consequences for children and essential services. Since the beginning of the escalation and until May 5<sup>th</sup>, 2702 people have been killed. As of March, these included 172 children, and more than 8311 injured, including over 443 children according to the Ministry of Public Health (MoPH).<sup>1</sup> Displacement continues to rise, with more than 1 million people affected as of May, including an estimate of over 500,000 children (UNESCO).<sup>2</sup> Over 124,000 people have been hosted in 625 collective shelters, while the majority remain outside formal sites.<sup>3</sup>

This escalation is triggering repeated displacement for already vulnerable families, exposing children to heightened risks including trauma, disruption of education, family separation and increased vulnerability to violence, exploitation and neglect. The scale and speed of displacement are placing significant pressure on already fragile systems.

<sup>1</sup> <https://www.moph.gov.lb/userfiles/images/Prevention/PHEOC/Cumulative%20Emergency%20Report/5-5-2026.pdf>

<sup>2</sup> <https://www.unesco.org/en/articles/liban-lunesco-renforce-ses-operations-durgence-pour-la-scolarisation-des-populations-deplacees>

<sup>3</sup> <https://reliefweb.int/report/lebanon/lebanon-flash-update-23-escalation-hostilities-lebanon-4-may-2026>

The conflict is unfolding in a context of multi-layered socio-economic crises and structural gender inequalities leading to worsening protection risks on women and adolescent girls in Lebanon. This includes emotional, sexual and physical risk with significant consequences on the well-being of women, children, and marginalized groups such as those who are internally displaced, migrants and adolescent girls living with disabilities.

UNICEF Rapid Gender Analysis conducted in November 2024<sup>4</sup> during the previous escalation of conflict which revealed that displaced women and girls' main concerns were lack of privacy, unsafe access to sanitation, deterioration of mental health, restrictions on girls' movements, and lack of awareness of gender-based violence (GBV) and protection from sexual exploitation and abuse (PSEA) reporting mechanisms. Therefore, tailored programming for and with adolescent girls is essential, especially in emergencies.

As a national entity mandated to mainstream gender in government institutions, including emergency response, an Annual Workplan was signed between UNICEF and the National Commission for Lebanese Women (NCLW) focused on the below:

### **Protective environment for girls and vulnerable groups in shelters**

1. Capacity building led by NCLW to national actors on humanitarian principles, safeguarding that includes PSEA and intersectional approaches.
2. Implementation of 50 POWER4Girls' emergency sessions to 1000 displaced/returnee adolescent girls, and the distribution of hygiene/dignity kits to them.

### **Objective:**

NCLW and UNICEF are seeking to recruit a PSEA Trainer to deliver a total of 20 capacity building sessions, led by NCLW, to national actors at shelters on humanitarian principles, safeguarding that includes PSEA and intersectional approaches.

### **Specific tasks:**

- Attending a Training of Trainers (ToT) at NCLW.
- Developing the content for capacity building sessions, in coordination with NCLW and UNICEF, tailored to national actors on humanitarian principles, safeguarding that includes PSEA and intersectional approaches.
- Delivering a total of 20 capacity building sessions, led by NCLW.
- Developing and administering M&E tools such as pre-test and post-test.
- Updating NCLW regularly on the workflow and challenges faced.
- Submitting a final report following the completion of the 20 PSEA sessions.

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<sup>4</sup> [UNICEF Rapid Gender Analysis](#), 2024

**Expected deliverables:**

Delivering a total of 20 capacity building sessions, led by NCLW, on humanitarian principles, safeguarding that includes PSEA and intersectional approaches.

**Reporting:**

A final report following the completion of the 20 PSEA sessions (including analysis of administered M&E tools and a series of recommendations).

**Expected background and experience:**

The assignment requires the following qualifications and experiences from the trainer:

- Bachelor degree in law, gender studies, sociology, or other related social science fields. Master's degree is a plus.
- A minimum of 5 to 6 years of professional experience in PSEA, GBV, human rights, or other related fields.
- Proven experience in delivering workshops or trainings on PSEA and GBV.
- Keen knowledge of the various forms of GBV and the legal and policy frameworks for GBV prevention and response.
- Proven experience in working with GBV survivors is an asset.
- Familiarity with sexual harassment and the law criminalizing it in Lebanon
- Previous experience in working with adolescent girls is an asset.
- Previous experience in gender and human rights is an asset.
- Excellent written and spoken communication skills in Arabic and English.
- Experience in working with UN agencies is an asset.

**How to apply:**

Interested candidates must submit the following documents to demonstrate their qualifications:

- CV
- Cover Letter
- Financial Proposal in USD/session

Prospective candidates should apply and submit the above-mentioned documents to the email address [info@nclw.gov.lb](mailto:info@nclw.gov.lb); no later than May 15, 2026, at midnight (Beirut time), ensuring the subject line is denoted with the heading: **NCLW/UNICEF PSEA Trainer**.

Incomplete submission will be a ground for disqualification.