

Terms of Reference

Psychosocial Expert

1. Profile of CEJ

The Centre for Equality and Justice (CEJ) was established as a company limited by guarantee in late 2017. CEJ's mission is the achievement of gender justice so that women live in a society that is free, just and equal. This will be achieved by promoting gender equality, advancing the rule of law, good governance and democratic principles, promoting women's advancement and economic empowerment, advocating for the commitment to international human rights standards and fostering partnerships with grassroots-level women's networks. CEJ is primarily a women's organization working on the rights of women in the private and public spheres. CEJ engages with policymakers and government officers and strengthens grassroots-level women's capacities to claim their rights.

2. Project Background/Context

Sexual violence remains a significant human rights concern, and survivors often face substantial barriers when seeking justice. Within legal processes, harmful gender stereotypes, stigma, and limited understanding of the psychological impacts of trauma can result in insensitive practices that may retraumatize survivors and undermine fair outcomes. Legal professionals play a critical role in shaping how sexual violence cases are handled, yet traditional legal training often provides limited engagement with gender-sensitive and trauma-informed approaches. Strengthening the capacity of lawyers to address sexual violence cases in a survivor-centred and gender-responsive manner is therefore essential to improving access to justice.

In response, the Centre for Equality and Justice (CEJ), with support from Equality Now, is implementing the project titled "*Justice Reframed: Safeguarding the Rights of Sexual Violence Survivors through Gender-Sensitive Legal Training.*" The project aims to strengthen the capacity of lawyers and relevant justice sector actors to engage with sexual violence cases using gender-sensitive and trauma-informed approaches. As part of this initiative, CEJ will conduct three interactive training workshops for lawyers in Colombo, Galle, and Puttalam. The workshops will focus on addressing gender bias and harmful stereotypes in legal practice, while promoting survivor-centred and trauma-informed approaches to handling sexual violence cases within the justice system.

3. Scope of Work

The Psychosocial / Trauma-Informed Expert will provide technical expertise on the psychological and psychosocial dimensions of sexual violence and support the integration of trauma-informed, survivor-centred approaches within legal processes. The expert will contribute to the design and delivery of training sessions that enhance lawyers' understanding of how trauma affects survivors and how legal professionals can engage with survivors in ways that minimize retraumatization.

The expert will work closely with the project team and report to the CEJ Executive Director.

To this end, the expert shall fulfill the following responsibilities;

- Participate in an initial planning meeting with CEJ to agree on objectives, methodology, and expectations for developing the agenda, training materials, and workshop content.
- Contribute to the development of training content addressing the psychosocial impacts of sexual violence and the principles of trauma-informed and survivor-centred engagement within legal contexts.
- Design and deliver a training session on understanding mental health and trauma in legal contexts, including how trauma may affect memory, testimony, emotional responses, and survivor behaviour during legal proceedings.
- Provide practical guidance to participants on applying trauma-informed approaches when interacting with survivors, including communication practices that promote dignity, safety, and respect.
- Facilitate interactive discussions and exercises that encourage participants to reflect on how legal processes can unintentionally retraumatize survivors and identify strategies to mitigate these risks.
- Collaborate with the legal/gender expert and the CEJ project team to ensure alignment between legal and psychosocial perspectives throughout the training workshops.
- Support the refinement of training materials based on CEJ feedback.

4. Expected Deliverables

| Deliverables | Timeline (Tentative) |
|--|----------------------|
| 1. Initial planning meeting with CEJ staff to agree on scope, methodology, and timelines. | 1st April 2016 |
| 2. Development and finalization of training materials related to trauma-informed and survivor-centred approaches in legal contexts. | 6th April 2026 |
| 3. Conduct a half-day psychosocial training session for the Justice Sector personnel, focusing on understanding trauma, its impact on survivor behaviour and testimony, and appropriate trauma-informed engagement by legal professionals. | 20th May 2026 |
| 4. Submit a brief post-workshop report | 25th May 2026 |

5. Duration

The time period of the consultancy will be **between 1st April 2026 and 31st May 2026**.

6. Consultancy Payment

Centre for Equality and Justice

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- The payment will be based on a quotation submitted by the Consultant and mutually agreed upon by both parties.
- The payment will be processed upon the delivery of the submitted and approved deliverables by CEJ.
- As per the financial guidelines of CEJ, the contract will be between CEJ and the Consultant.
- The payment will be made to the respective bank account indicated by the Consultant.

7. Qualification and Experience

- A recognized degree in Forensic Medicine, Judicial Medical Practice, Forensic Psychiatry, or a related field.
- At least ten (10) years of professional experience in medical/psycho-social practice, with demonstrated experience in medico-legal work, forensic examinations, and the assessment of physical and/or psychological harm resulting from criminal acts.
- Demonstrated professional experience working on issues related to trauma, mental health, and psychosocial support, particularly in relation to survivors of sexual or gender-based violence.
- Strong knowledge of trauma-informed and survivor-centred approaches, including an understanding of how trauma affects memory, behaviour, emotional responses, and participation in legal processes.
- Prior experience in conducting training or capacity-building activities for medical professionals, justice sector actors, or other stakeholders will be considered an asset.
- Specific expertise in Trauma-Informed Care and the ability to apply these principles to the documentation of Sexual and Gender-Based Violence and intersectional harms.
- Strong understanding of trauma-informed, victim-centered, and gender-sensitive approaches to medical assessment and documentation, including experience working with survivors of violence and other vulnerable groups.
- Ability to translate complex psychosocial and mental health concepts into practical guidance for legal practitioners engaging with survivors of sexual violence.
- Experience working with survivors of sexual violence or within organizations addressing gender-based violence will be considered a strong asset.
- Excellent written and verbal communication skills in English; proficiency in Sinhala and/or Tamil will be considered a strong asset.
- Ability to work independently, adhere to ethical standards, meet deadlines, and collaborate with others.

8. Confidentiality

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Both during and after the end of the contract, the Consultant must not disclose any matters that have come to their knowledge during the course of their duties. This shall not apply to communications made in the normal discharge of duties or to facts that are manifest to the public or which by their nature or importance do not require to be treated as confidential.

9. Copyright

Any material produced will be the sole property of CEJ. It may not be reproduced in whole or in part in any other production without the written approval of CEJ. Data collected under this consultancy must be treated as confidential and may not be shared with any person outside of CEJ.

Only short-listed candidates will be notified. Interested candidates may send a **detailed CV and quotation** to yumna.cej@gmail.com with names and contact details of two referees with the email subject line EN.2026 - Psychosocial Expert by **27th March 2026**.