



Gift of the United States Government



Consultancy opportunity for Technical Assistance under the PEMS funded Ethiopia hotspot¹

Provision of Safeguarding Technical Advisor (Ethiopia)

15 MAY 2025

Summary

The Freedom Fund is committed to safeguarding as a journey. One that centres dignity, survivor leadership, and trauma-informed practice. We understand that safeguarding is not a compliance exercise but a fundamental expression of our values, to ensure that all people we work with are treated with respect, protected from harm, and empowered to speak out safely.

We are seeking a Safeguarding Technical Advisor who understands safeguarding as a continuous, evolving process rooted in reflection and adaptability. The ideal candidate will be a strategic and creative thinker—capable of shaping context-specific solutions, navigating complexity, and responding thoughtfully to the realities and experiences of survivors and their communities.

The consultant must be fluent in both **Amharic and English**, deeply understand the Ethiopian context, and be comfortable working flexibly over multiple years with evolving scopes of work. Alongside partner-focused support, the advisor will also support the Freedom Fund Ethiopia team on a retainer basis, responding to broader safeguarding needs across the portfolio.

Introduction to the Freedom Fund and its work in Ethiopia

The Freedom Fund is a leader in the global movement to end slavery. It:

- Invests in those countries and sectors with the greatest incidence of slavery.
- Analyses which interventions work best and shares that knowledge.
- Brings together a community of activists committed to ending slavery and empowered by the knowledge of how best to do so.

¹ A “hotspot” is a Freedom Fund term that defines a set of initiatives delivered by frontline organisations in a geographic area known to have a high incidence of trafficking, and which meets criteria designed to ensure that interventions are likely to result in a measurable reduction in trafficking within five years of the Freedom Fund’s engagement.

- Generates funding by demonstrating how effective interventions can protect those at risk of being enslaved and free those in slavery.

The Freedom Fund now has programs in Brazil, Ethiopia, Kenya, Nigeria, Nepal, Bangladesh, and Indonesia. It currently supports and funds over 140 partners around the world. In Ethiopia, our hotspot program was launched in July 2015 to combat the domestic servitude of Ethiopian women and girls migrating to the Middle East. Our head office is based in London, but the Freedom Fund is also a registered organisation (NGO) in Ethiopia.

Until 2020, the Ethiopia program aimed at generating improved understanding and practices of safer migration, at providing socio-economic support to those most likely to migrate, at strengthening governance structures and systems for safer migration and supporting migrant workers, while promoting learning and good practices. By 2019, the hotspot program in Ethiopia had impacted over 128,000 victims of trafficking and vulnerable women and girls, partnering with eleven local NGOs in Addis Ababa and Amhara working to reduce the risk of, and support those affected by trafficking and exploitation.

Since 2019, the Freedom Fund has been awarded USD 11 million from the Office to Monitor and Combat Trafficking in Persons at the U.S. Department of State under their Program to End Modern Slavery. This funding has allowed the Freedom Fund to expand its work from cross-border migration into internal migration, focusing on exploitation and servitude amongst migrant domestic workers and child domestic workers in-country, with the aim of measurably reducing the prevalence of domestic servitude amongst girls in Ethiopia as well as improving the migration outcomes of Ethiopian women and girls in the Middle East.

Introduction to the FF Ethiopia hotspot supported by the U.S. Department of State (DOS) Program to End Modern Slavery (PEMS²)

The Freedom Fund Ethiopia hotspot has two main programs funded by the U.S. DOS under the Program to End Modern Slavery (PEMS):

- One program aimed at reducing the risk of exploitation of child domestic workers (CDW) in Addis Ababa
- One program aimed at reducing trafficking of Ethiopian girls and women migrating to the Middle East as domestic workers, focusing on Addis Ababa and the Amhara region.

² In 2017, the Office to Monitor and Combat Trafficking in Persons at the U.S. Department of State launched the Program to End Modern Slavery (PEMS) as a ground-breaking U.S. foreign assistance program aimed at supporting transformational efforts to achieve a measurable and substantial reduction of the prevalence of modern slavery – also known as human trafficking.

Purpose and scope of this consultancy

Freedom Fund aims to engage a consultant or (team of consultants) to

Goal

We are seeking a Safeguarding Technical Advisor, based in Addis Ababa, to work in close collaboration with four nascent survivor-led organisations (SLOs). The advisor will be embedded in our Ethiopia program, working with four SLOs that are at different stages in their safeguarding journeys. The role will be grounded in deep collaboration, trauma-informed capacity building, and contextually relevant safeguarding.

We are not seeking a “tick-box” approach or generic policy templates, but rather a thoughtful, context-specific and trauma-informed collaboration that builds meaningful safeguarding capacity from the ground up.

Objectives

1. Partner-Facing Support

The advisor will be embedded in our Ethiopia program, working with four SLOs that are at different stages in their safeguarding journeys. The role will be grounded in deep collaboration, trauma-informed capacity building, and contextually relevant safeguarding.

The advisor will:

- Build strong, trust-based relationships with each SLO.
- Support each organisation to co-create safeguarding frameworks, not just policies, but also detailed procedures, SOPs, guidance documents, and culturally meaningful implementation tools. *(This will be scaled out over the course of 3 years and not expected immediately)*
- The advisor will not be expected to import external safeguarding models or prescribe generic templates. Instead, they will engage in an iterative process to support partners in building context-responsive and reflective safeguarding systems, grounded in local cultures and survivor feedback.
- Deliver tailored training to diverse audiences, ensuring language, content, and delivery styles are adapted to each SLO’s needs.
- Design and support the development of accessible and safe reporting and response mechanisms.
- Coach safeguarding focal points and leadership to take ownership of safeguarding as a long-term organisational commitment.
- Assist in designing or advising on investigation procedures where required.
- Support risk identification and mitigation strategies rooted in power analysis, survivor leadership, and local realities.

This work is expected to be iterative, evolving with the needs of each partner over time. Periods of inactivity may occur between phases.

2. Freedom Fund Ethiopia (FFE) Support – Retainer-Based

In addition to partner-level work, the consultant will be retained by the Freedom Fund Ethiopia team to:

- Provide technical input on broader safeguarding strategies, tools, and trainings.
- Support investigation planning and response in complex cases.
- Deliver training to FFE partners outside the SLO cohort.
- Contribute to policy development and contextualization for the Ethiopian program.
- Support navigating complex dynamics that can be programmatic, and safeguarding related, in a trauma informed way.

This flexible, retainer-based relationship will enable the Freedom Fund to draw on the advisor's expertise as needed across its Ethiopia portfolio.

Key Deliverables (indicative and adaptive over time)

- Inception meetings with each SLO and the FFE team to develop a collaborative work plan.
- Co-created safeguarding frameworks (including but not limited to policies, SOPs, codes of conduct, reporting procedures, and investigation guidance).
- Safeguarding training packages tailored to each organisation's needs and audiences.
- Development of safe, appropriate reporting and response systems.
- Ongoing coaching and technical advice across the multi-year engagement.
- On-demand support for case review, investigation planning, or broader safeguarding advice.

Qualifications and Experience

The Freedom Fund seeks an energetic, thoughtful and committed consultant. The successful candidate will have experience in the following areas of support to local organizations:

Essential to demonstrate in the proposal

- Fluent in Amharic and English, with the ability to communicate technical safeguarding concepts accessibly and sensitively.
- Extensive and demonstratable experience working on safeguarding with organisations that are survivor-led and volunteer managed.
- Demonstrated experience working with coalitions, collectives and other informal organising groups
- Demonstrated commitment to trauma-informed, survivor-centred, and anti-oppressive practice.
- Experience co-creating policies and procedures in collaboration with grassroots partners.
- Experience developing SOPs, guidance notes, and implementation tools, not just standalone policy documents that are accessible and adapted to the needs of the organisation.

- Skilled trainer with a track record of designing and delivering highly contextualised training and frameworks to diverse audiences.
- Deep understanding of power dynamics, vulnerability, and local safeguarding risks in the Ethiopian context.
- Able to build trust and confidence with partners, with humility, cultural sensitivity, and flexibility.
- Based in Addis Ababa or surrounding regions. (If applying as part of a team, at least one key member of your team should be based in Addis Ababa)

Desirable to demonstrate in the proposal

- Familiarity with trauma healing approaches and/or community-led safeguarding.
- Higher qualification or equivalent in Psychology, Gender, Anthropology, and/or Political Science
- Female and a survivor of Labour Exploitation and/or Modern Slavery

Personal Attributes:

- Patient, empathetic, and able to work alongside others rather than imposing solutions.
- Highly organised and self-directed, with the ability to manage multiple workstreams over a long time period.
- Committed to learning, reflection, and growth both for themselves and for the partners they support.

Proposal format

BID Requirements

Proposals for this procurement should include the following documents:

- A proposal narrative (**maximum 2 pages**) defining your vision for building the capacity of SLOs over three years, with a specific focus on code of conduct and safeguarding frameworks in year one.
- A track record (**maximum 1 page**) demonstrating previous experience that is relevant to the key deliverables of this TOR.
- A budget overview of all costs associated with design and delivery of the proposal for year one.
- If applying as a team, a one page overview of team members.
- Up to date CV(s).

- Contact information for three references.

All proposals should be submitted to safeguarding@freedomfund.org no later than 6 June 2025.

Applications are **reviewed on a rolling basis**. We reserve the right to close the procurement early in the event that the procurement is fulfilled before the closing date.

Shortlisted candidates may be invited to submit modifications or make a short presentation for the final selection.

Further information about the Freedom Fund Ethiopia can found at our [website](#).