



## Consultancy Opportunity

Safeguarding Technical Service Provider for the Freedom Fund Hotspot Program in Lagos, Nigeria

### TERMS OF REFERENCE

#### Introduction

The Freedom Fund is seeking a Safeguarding Technical Consultant to support seven partner organisations in Lagos, Nigeria, that are working to combat exploitative child domestic work. While many of these partners already have safeguarding policies in place, there is a need to review and strengthen their safeguarding systems, organisational culture, and practices to ensure they are robust and inclusive of children, staff, and adults in vulnerable situations.

The Consultant will support partners in moving beyond basic compliance to foster a strong culture of safeguarding and accountability. This will include enhancing Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) systems and ensuring that safeguarding is embedded and actively practiced at all levels of the organisation—from leadership to frontline staff.

**Travel Requirements:** The Consultant will be expected to travel to partner organisations across various areas in Lagos, including FESTAC, Lekki, Surulere, Ikeja, Badagry, Ojo, and Gbagada.

#### Background and Overview of the Freedom Fund

The Freedom Fund is a leader in the global movement to end modern slavery. We identify and invest in the most effective efforts to eradicate modern slavery in the countries and sectors where it is most prevalent. Furthermore, partnering with visionary investors, government, anti-slavery organisations and those at risk of exploitation, we also tackle the system that allow slavery to persist and thrive.



## Scope of Work

The Safeguarding Consultant will work closely with the Freedom Fund team and seven Nigerian partner organisations to strengthen their safeguarding approaches. The Consultant will work in close collaboration with the Freedom Fund's Programme Manager (PM) in Nigeria, who also serves as the Safeguarding Focal Point (SFP) for the country program.

The work will include:

1. Reviewing Freedom Fund partners' existing safeguarding and PSEAH policies and practices
2. Assessing the implementation and lived experience of safeguarding within each organisation
3. Identifying cultural, structural, or practical barriers to effective safeguarding
4. Supporting the development of inclusive safeguarding systems that reflect the realities of the organisations' work and communities
5. Facilitating processes that empower partners to embed safeguarding principles into their daily operations
6. Supporting socialisation of safeguarding principles with staff, children, and adults in contact with the organisations

## Key Deliverables

### Phase I

1. Conduct Safeguarding and PSEAH Policy and Practice Reviews for each of the seven partner organisations
2. Alongside FF partners, co-develop partner-specific action plans to strengthen safeguarding systems, organisational culture, and response mechanisms
3. Facilitate reflection sessions with partner staff and leadership to build shared understanding and ownership of safeguarding

### Phase II

1. Support FF partners in adapting safeguarding and PSEAH policies to be actionable, context appropriate, and inclusive of staff, children, and adults



2. Support FF partners to develop socialisation strategies to embed safeguarding into everyday practice, including tools, child- and staff-friendly resources, internal briefings, and communications
3. Provide tailored safeguarding training sessions, co-developed with partners, for staff, volunteers, and community members
4. Support partners in identifying or strengthening Safeguarding Focal Points, including induction and role clarity
5. Ongoing collaboration with the Freedom Fund's PM/SFP to ensure safeguarding support is aligned with the broader program goals and is sustainable beyond the consultancy



## Technical Service Provider Specification

In order to deliver the Scope of Work detailed above, the Consultant is expected to meet the following specification. Please include details of the extent to which you meet the criteria, with supporting experience if appropriate:

### Essential

- Significant experience in safeguarding and PSEAH, ideally within grassroots or development organizations
- Deep understanding of how safeguarding relates to organisational culture, leadership, and frontline practice
- Demonstrated experience in collaboratively developing safeguarding and PSEAH policies and response systems that are grounded in the unique context, culture, and needs of each organisation, avoiding template-based approaches
- Skilled at facilitating inclusive, participatory training and reflection processes with staff at all levels
- Contextual understanding of Nigeria particularly working with civil society and community-based organisations
- Strong interpersonal and communication skills, with sensitivity to power dynamics and organisational change
- Fluent in English
- Experience conducting safeguarding risk assessments and implementing practical mitigation strategies

### Desired

- Familiarity with the risks associated with child domestic work

## Proposal Submission

We are looking for proposals to implement all services laid out under Phase 1 of the Scope of Work (see section above). Phase 2 will be discussed after the completion of this first phase.

## BID Requirements

Proposals for this procurement should include the following documents:



- A proposal narrative (maximum 2 pages) outlining why you are best positioned to deliver the services described for both Phase 1 and Phase 2. Your proposal should highlight your key strengths and explain how these will support the Freedom Fund's hotspot activities in Lagos, Nigeria.
- 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 Phase 1 only.
- If applying as a team, a one-page overview of team members.
- Up-to-date CV(s).
- Contact information for three references.

All proposal materials should be submitted to [safeguarding@freedomfund.org](mailto:safeguarding@freedomfund.org) no later than 24<sup>th</sup> June 2025.

In addition, all applicants must fill in [this online form](#) to formally complete the application process.

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.

### Diversity and Inclusion

The Freedom Fund is committed to diversity, equity, and inclusion. We actively encourage applications from individuals with lived experience of exploitation, abuse, or marginalisation; people from underrepresented communities; and individuals with disabilities. Safeguarding and background checks will be conducted in accordance with our policy.