



# TERMS OF REFERENCE

**Lebanon**  
**18 February 2026**

**Ref# BAD 20-2026**

*Consultant/Expert for Mouvement Social- NGO*

*Specialized Trainer – ToT for Learner-Centered, Employability-Oriented English  
Language Education*

---

**Submission Deadline: 15:00 on 27 February 2026**

**HO Address: Badaro main street, Mouvement Social Bldg, 3rd  
floor (Café Badaro bldg.) – Tel: 961.1.390335/381879**

## 1. Background

Mouvement Social (MS) is a non-sectarian, non-partisan, and non-charitable association committed to working alongside Lebanon's most marginalized communities. Established in 1957, officially registered in 1961, and recognized as a public interest association in 1962, MS has been a driving force for social justice for over six decades. Today, it operates through 13 community centers in underserved areas, striving to empower individuals and promote dignity, autonomy, and social cohesion.

As part of its ongoing initiatives, MS is implementing "*Pathways to Peace: Women Leading Lebanon's Recovery*" project, funded by WPHF through Un Women, in Saida and surrounding communities that aims to strengthen women's socio-economic recovery, leadership, and participation in local decision-making in post-crisis contexts. The project adopts a community-based and rights-based approach, combining women's leadership development with market-oriented livelihoods interventions and

peacebuilding efforts. Within this framework, MS positions English language education as a tool for employability, self-expression, and civic engagement, reaching 160 women and using language learning not only to build literacy, but also to strengthen critical thinking, communication, self-awareness, and ethical engagement in social and professional contexts.

To ensure quality and coherence in delivery, the organization seeks to contract a specialized trainer to conduct a two-day Training of Trainers (ToT) for four English language educators. The training adopts a dual perspective, addressing English language education through two complementary lenses: the educator, responsible for learner-centered and participatory language instruction; and the social worker, attentive to empowerment, ethics, inclusion, and civic responsibility.

Following the ToT, the trained educators will be responsible for delivering 70 English language sessions to women beneficiaries. These sessions will ensure that language acquisition goes beyond literacy and is closely linked to employability and ethical communication.

## 2. Purpose and Objectives of the Assignment

The purpose of this Four-day consultancy is to strengthen the capacity of four English language teachers to deliver learner-centered, dialogue-based English language sessions aligned with labor market needs, enhancing women's employability through effective communication and ethical workplace engagement.

Specific objectives include:

- Strengthen educators' capacity to deliver learner-centered and participatory English language sessions
- Equip educators with facilitation techniques that promote meaningful dialogue, reflection, and critical thinking
- Enable educators to approach English language teaching through a dual role— as educators and as social actors supporting empowerment and ethical engagement
- Integrate real-life experiences and employability themes into English language learning.
- Promote awareness of ethics, including respect, confidentiality, inclusion, and responsibility within learning spaces
- Ensure educators are prepared to deliver the 70 English language sessions for women that link language learning to communication skills essential for employability.

### 3. Scope of Work

Under the overall supervision of Mouvement Social, the consultant will be responsible for:

The trainer will undertake the following key tasks:

- Preparing the Training of Trainers content, agenda, and learning materials
- Delivering a training for four English language educators
- Introducing learner-centered and adult learning methodologies adapted to women's empowerment contexts
- Providing practical tools and adaptable activities that educators can apply in their trainings with women beneficiaries
- Consolidating key reflections and recommendations in a short post-training report (included within the preparation and reporting day)

#### 4. Timeline and Deliverables

The duration of this consultancy is two weeks, not exceeding 4 man-days.

The trainer will be responsible for delivering the following outputs within the 4 days:

- A training script and agenda;
- In-person training for four English language educators;
- A brief consultancy report summarizing the training, key outcomes, and recommendations.

#### 5. Required Qualifications and Experience

The consultant(s) should possess the following:

- Proven experience in English language education and teacher training
- Strong background in adult learning, learner-centered pedagogy, and participatory methodologies
- Experience working at the intersection of education, social work, or community development
- Excellent facilitation and communication skills.

#### 6. How to apply

Bids should be sent by e-mail to Mr. Pierre Hattouny, procurement officer: [p.hattouny@mouvementsocial.org](mailto:p.hattouny@mouvementsocial.org) mentioning the TOR reference (BAD 20-2026).

#### 7. Payment

- In fresh dollars.
- Payment conditions: Bank check in USD cashed fresh money from Fransabank (Badaro branch only) – Banking commission (5\$/1000) payable by the supplier.

The candidate (individual) is expected to include in the application:

- ✓ Cover letter
- ✓ Technical Offer covering all aspects and tasks required in the TOR. The technical offer must include:
  - ✓ Approach, methods and design including tentative work plan
  - ✓ Professional profile indicating contacts on reference persons from at least three former employees/contractors.
- ✓ Financial Offer including cost breakdown

## 8. SELECTION AND DEADLINE

The applications will be assessed as follows:

- Essential Criteria (Pass/Fail)
  - ID
  - Must be a woman
  - Copy of all certificates, BA, MA/PHD
  - Proof record of similar consultancy with a different NGO or institution
  
- Financial offer 20%
- Technical offer 60%
  - Understanding of the Assignment (20%)
  
  - Proposed Methodology & Pedagogical Design (20%)
  
  - Training Design & Content Structure (20%)
  
- Profile of the consultant (20%)
  - Master's degree or PHD in education or any relevant field such as English Language teaching
  - At least 7 years of experience in the field of education
  - At least 5 years of experience in facilitation and a proven record in that
  
- Deadline for submission: 27 Feb 2026 before 3:00PM.