



Terms of Reference (ToR)

Looking for Trainer for Two-Day Training on Physical Security for Community Journalists and Human Rights Defenders

1. Background

Building Community Voices (BCV) is a local NGO established in 2007 to share resources, ideas, skills, and technologies that enable the voices of local community and indigenous community members to be heard through community media centers and local development initiatives in Cambodia.

BCV is pleased to announce an open call for applications from qualified Professional Trainers to facilitate a comprehensive two-day training program on **Physical Security for Community Journalists and Human Rights Defenders** in Ratanakiri Province.

The purpose of this initiative is to strengthen the knowledge, skills, and practical capacity of community journalists and human rights defenders in protecting themselves and their communities from physical threats, harassment, and intimidation. By embedding human rights principles into physical security practices, the training aims to equip participants with culturally sensitive, accessible, and rights-respecting methods of ensuring safety, thereby fostering more resilient and empowered communities.

Through this initiative, BCV seeks to empower community members, community journalists, and human rights defenders with the confidence and capacity to safeguard their work, reduce risks of violence or repression, and build stronger foundations for community safety and resilience.

The selected trainer will be expected to:

- Deliver interactive sessions introducing key principles, techniques, and best practices in physical security.
- Provide practical tools and case-based learning to strengthen participants' ability to apply safety measures in real-life community contexts.
- Ensure that the training is inclusive, participatory, and tailored to the unique cultural and social dynamics of Indigenous and community-level actors.
- Promote strategies that prioritize human dignity, non-discrimination, and rights-based approaches to safety.

2. Purpose of the Assignment

The trainer will design and deliver a two-day Physical Security training program to equip participants with practical skills to:

- Recognize common physical threats and risks in community settings.
- Apply situational awareness and risk mapping techniques.
- Use de-escalation and nonviolent strategies to handle confrontation.
- Develop safe mobility practices during reporting, advocacy, or protests.
- Establish community-level protocols for emergency response and resilience.
- Integrate human rights principles into everyday security practices.

3. Scope of Work

The trainer will be responsible for:

- Developing a training curriculum and materials based on the concept note.
- Delivering interactive sessions using lectures, demonstrations, group work, and case studies.
- Facilitating exercises on situational awareness, safe reporting, evacuation drills, and de-escalation techniques.
- Conducting pre- and post-training evaluations to assess participant learning.
- Submitting a final report summarizing training outcomes and recommendations.

4. Deliverables

- Training agenda and curriculum tailored to participant needs.
- Training materials (slides, handouts, case studies, exercises).
- Delivery of the two-day Physical Security training (dates to be confirmed).
- Post-training evaluation report.

5. Duration and Location

- Training dates: To be confirmed (two consecutive days).
- Trainer travel: One day before training (arrival) and one day after training (return).
- Location: Banlung City, Ratanakiri Province.

6. Required Qualifications

The trainer should have:

- Advanced degree in security studies, human rights, peacebuilding, or related field.

- Many years of experience in physical security practice and training, preferably with community-based actors.
- Proven track record of facilitating participatory training for journalists, defenders, or civil society groups.
- Strong facilitation, communication, and intercultural skills.
- Fluency in Khmer and/or Indigenous languages of Ratanakiri is an asset.

7. Application Process

Closing Date & Time: 30-April-2026 @ 17:30

Interested candidates/organizations should submit:

- CV or organizational profile highlighting relevant experience.
- Proposed training methodology and Schedule.
- Financial proposal (daily rate or lump sum).

To the contact information below:

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