



TERMS OF REFERENCE (ToR)

National / International Expert for Journalists' Training on Transnational Families, Migration and Hybrid Transnational Social Protection (HTSP)

Project Title: *Caring for the Vulnerable – Transnational Social Protection of Bangladeshi Migrants' Families in the EU – CASTLE 2*

Contracting Authority

The International Centre for Migration and Policy Development, ICMPD

Coordinator

Babeş-Bolyai University (UBB), Romania

Project Partners

- Terre des hommes Romania
- Terre des hommes Hellas (Greece)
- Terre des hommes Bangladesh

Project Reference

ICMPD/2026/MPF-461-001

1. Background

The project “*Caring for the Vulnerable – Transnational Social Protection of Bangladeshi Migrants' Families in the EU – CASTLE 2*” is implemented by Babeş-Bolyai University in partnership with Terre des hommes Romania, Terre des hommes Hellas, and Terre des hommes Bangladesh. The project is co-funded by the European Union and contracted by the International Centre for Migration Policy Development (ICMPD) through the Migration Partnership Facility.

The project aims to improve access to rights, services, and protection for migrant families, with a specific focus on Hybrid Transnational Social Protection (HTSP) for Bangladeshi labour migrants and their families residing in Romania and Greece or considering migration to the European Union.

CASTLE 2 builds on the findings and achievements of the previous CASTLE initiative and adopts a family-centered and rights-based approach to migration governance. The project recognizes migration as a relational and transnational process affecting not only migrants but also family members who remain in the country of origin.

One of the project's objectives is to increase public awareness and promote balanced, evidence-based, and empathetic narratives regarding migrant workers and transnational families. In this context, the project foresees the organization of dedicated training activities for journalists, bloggers, and other media professionals in Bangladesh, Romania, and Greece.

The training will contribute to strengthening media professionals' understanding of:

- transnational families and migration dynamics;
- Hybrid Transnational Social Protection (HTSP);
- migrants' rights and vulnerabilities;
- ethical and inclusive migration reporting;
- combating stereotypes, discrimination, and misinformation;
- human-centered and evidence-based storytelling.

The selected expert will support the design and delivery of the training programme for journalists and media professionals.

2. Purpose of the Assignment

The purpose of this consultancy is to engage a qualified expert to design, prepare, and deliver a specialized training programme for journalists and media professionals on migration, transnational families, and Hybrid Transnational Social Protection (HTSP), within the framework of the CASTLE 2 project.

The assignment aims to enhance the capacity of media professionals to produce accurate, ethical, balanced, and human-rights-based media content concerning labour migration and transnational families.

3. Specific Objectives

The expert shall:

1. Develop a training curriculum and agenda tailored to journalists and media professionals;

2. Prepare training materials and practical learning resources;
3. Deliver 3 interactive on-line training sessions (4 hours each) in English on migration-sensitive reporting and HTSP (at least 36 participants from Romania, Greece and Bangladesh);
4. Strengthen participants' understanding of the realities faced by Bangladeshi labour migrants and their families;
5. Promote ethical reporting standards and counter discriminatory narratives;
6. Encourage the production of high-quality media content related to migration and transnational families;
7. Contribute to increased public awareness and informed public discourse on migration.

4. Scope of Work

Under the supervision of the project coordinator and in close cooperation with the project partners, the expert will carry out the following tasks:

Task 1 – Desk Review and Coordination

- Review relevant project documentation, including the CASTLE 2 research findings, communication materials, and relevant EU and national policy frameworks;
- Participate in coordination meetings with the project team;
- Identify key thematic priorities and learning needs of participants.

Task 2 – Development of Training Programme

- Develop a training curriculum and agenda;
- Design participatory and practice-oriented training sessions;
- Prepare training modules covering, at minimum, the following topics:
 - Migration and labour mobility trends;
 - Transnational families and family separation;
 - Hybrid Transnational Social Protection (HTSP);
 - Rights-based and ethical migration reporting;
 - Combating misinformation, stereotypes, racism, xenophobia, and discrimination;
 - Gender-sensitive and child-sensitive reporting;

- Protection risks and vulnerabilities affecting migrants and their families;
- Interviewing vulnerable groups and ethical storytelling;
- Media narratives and social cohesion;
- Good practices and case studies.

Task 3 – Preparation of Training Materials

- Prepare training presentations, handouts, exercises, and case studies;
- Develop practical tools and guidance for journalists;
- Prepare pre- and post-training evaluation tools;
- Ensure all materials are in English and adapted to the target audience.

Task 4 – Delivery of Training

- Deliver the training sessions online, as agreed with the contracting partner;
- Facilitate interactive discussions, practical exercises, and group work;
- Encourage participant engagement and exchange of experiences;
- Provide technical guidance and feedback to participants.

Task 5 – Reporting and Recommendations

- Prepare a final consultancy report summarizing:
 - activities implemented;
 - methodology used;
 - participant feedback and evaluation results;
 - key outcomes and lessons learned;
 - recommendations for future engagement with media professionals.

5. Expected Deliverables

The consultant shall deliver the following:

No. Deliverable	Indicative Deadline
1 Workplan, and draft agenda	Within 10 days from contract signature

2	Training curriculum and training materials	Before delivery of training
3	Delivery of 3 training sessions	According to agreed schedule
4	Pre/post evaluation tools and participant assessment summary	After training completion
5	Final consultancy report	Within 10 days after completion of training

All deliverables shall be submitted in electronic format (editable and PDF versions).

6. Duration of the Assignment

The assignment is expected to be implemented over an indicative period of 25-30 working days between July and October 2026.

The exact schedule will be agreed upon with the 3 partners (Tdh Hellas, Tdh Romania, Tdh Bangladesh).

7. Location

The assignment will be implemented online.

8. Target Group

The primary target group includes:

- Journalists;
- Editors;
- Bloggers;
- Media content creators;
- Communication professionals;

Participants will come from Romania (12 participants), Greece (12 participants), and Bangladesh (12 participants).

9. Required Qualifications and Experience

The consultant/expert should meet the following minimum requirements:

Education

- Advanced university degree in journalism, media studies, communication, migration studies, social sciences, human rights, international relations, or another relevant field.

Professional Experience

- At least 5 years of proven professional experience in journalism, media development, communication, migration, human rights, or related fields;
- Demonstrated experience in designing and delivering training programmes for journalists or media professionals;
- Proven expertise in migration-related issues, human rights, anti-discrimination, or social protection;
- Experience working with international organizations, NGOs, academic institutions, or EU-funded projects;
- Experience in participatory training methodologies and adult learning approaches.

Technical Competencies

- Strong knowledge of ethical journalism standards and migration-sensitive communication;
- Excellent facilitation and presentation skills;
- Ability to prepare high-quality analytical and training materials;
- Strong intercultural communication skills.

Languages

- Excellent written and spoken English is mandatory;

10. Reporting and Coordination

The consultant will work under the supervision of the CASTLE 2 Project Partner in Greece and in close coordination with the designated representatives of the other implementing partners.

The consultant is expected to share the training material (indicatively training curriculum, training slides, agendas, handouts, exercises, etc.) with the CASTLE 2 project team for comments and quality control before the delivery of the training.

The consultant is expected to maintain regular communication with the project team through feedback sessions and ensure timely delivery of all agreed outputs.

11. Payment Conditions

Payment will be made based on the successful completion and approval of deliverables, according to the contractual arrangements agreed between the parties.

The financial offer shall include all applicable costs, taxes, fees, and any other related expenditures, unless otherwise agreed.

12. Application Procedure

Interested candidates are invited to submit:

1. Updated CV or resume;
2. Technical proposal outlining the proposed methodology and approach;
3. Financial offer indicating daily fee and total estimated cost;
4. Examples of relevant previous work and/or training assignments;
5. Contact details for at least two professional references.

Applications shall be submitted electronically to: grc.logistics@tdh.org

Subject line: "CASTLE 2 – Expert for Journalists' Training – [Applicant's full name]"

Deadline for submission: 1st of July 2026

13. Evaluation Criteria

Applications will be evaluated based on the following criteria:

Criteria	Maximum Score
Relevant academic background	10
Relevant professional experience	30
Experience in migration-sensitive journalism/media training	30
Quality of technical proposal	20
Financial offer	10
Total	100

14. Ethical Considerations

The selected consultant shall comply with:

- principles of confidentiality and data protection;
- Tdh's child safeguarding policy and protection standards;
- anti-discrimination and gender equality principles;
- ethical standards in communication and journalism.

All materials and activities developed under this assignment shall respect human dignity, cultural diversity, and human rights principles.

A brief online induction on Tdh's Child Safeguarding Policy will take place to ensure that the consultant is familiar with the basic principles and processes.

15. Visibility Statement

Any publication, training material, or communication product developed under this assignment shall acknowledge the financial support of the European Union contracted by ICMPD through Migration Partnership Facility and include the visibility requirements established by the project.

Suggested disclaimer:

“This material was produced with the financial assistance of the European Union, contracted by ICMPD through the Migration Partnership Facility. The contents are the sole responsibility of the authors and can under no circumstances be regarded as reflecting the position of the European Union or ICMPD.”

Reference

This Terms of Reference was developed based on the objectives and activities of the CASTLE 2 project under Grant Contract ICMPD/2026/MPF-461-001.