



Call for Applications

Psychological First Aid Training of Trainers (ToT)

INTRODUCTION & PURPOSE

The Maldivian Red Crescent (MRC), in collaboration with the International Federation of Red Cross and Red Crescent Societies (IFRC) and Singapore Red Cross (SRC), is inviting applications for the Psychological First Aid (PFA) Training of Trainers (ToT). The ToT will also support MRC's broader commitment to expanding access to PFA training across the Maldives, including through its regional offices and future programming.

This five-day ToT aims to strengthen and standardize MRC's capacity to deliver Psychological First Aid (PFA) training in line with the approaches, standards and guidance of the IFRC MHPSS Hub, while strengthening the foundation for MRC's Mental Health and Psychosocial Support (MHPSS) Programme and the trainer network that supports it.

The ToT builds on the experience of individuals previously engaged as MRC PFA trainers, while also developing the capacity of committed volunteers ready to progress into trainer roles. It offers a chance to refresh knowledge and facilitation skills and to establish a common approach to PFA training delivered through MRC, expanding a sustainable pool of trainers able to meet MRC's growing PFA and MHPSS needs across the Maldives.

This ToT is not intended to create a separate or parallel group of trainers. It will contribute to the development of the MRC MHPSS Trainer Framework - the trainer pathways, training standards and certification arrangements that sit within MRC's broader MHPSS Programme and are aligned with IFRC MHPSS Hub standards. The Framework will provide avenues through which existing and future trainers can progressively strengthen their competencies, contribute to MRC's longer-term MHPSS objectives, and access further development opportunities within the wider Red Cross and Red Crescent Movement.

BUILDING THE MRC MHPSS TRAINER FRAMEWORK AND NETWORK

This ToT forms part of MRC's longer-term approach to standardizing PFA training and building a sustainable trainer network. The MRC MHPSS Trainer Framework sits within MRC's broader MHPSS Programme and sets out trainer pathways, training standards and the requirements for certification and maintaining trainer status. It is being developed progressively, and this ToT is part of that process. Successful completion is therefore not simply the completion of a five-day course: it is an opportunity to join MRC's developing trainer network, help shape the standards it works to, and contribute to the consistency, quality and continued expansion of PFA training across the Maldives.

Under the Framework, MRC will progressively establish:

- PFA trainer development
- Trainer practice and supervised delivery, refresher and continuous learning opportunities
- Trainer mentoring and peer support; Competency development and assessment
- Progression within the Framework and the requirements for maintaining trainer status

This work will be taken forward in consultation with MRC's trainer network and in collaboration with IFRC and Singapore Red Cross.



TRAINING DETAILS

Training: Psychological First Aid Training of Trainers (ToT)

Duration: 5 full days

Date: 23rd October 2026 – 27th October 2026

Venue: Malé City, Maldives – exact venue to be confirmed

WHO SHOULD APPLY?

MRC is particularly interested in volunteers who have:

- Previously completed an MRC PFA training or PFA ToT;
- Experience delivering PFA training on behalf of MRC;
- Experience providing PFA to affected people, in emergency/disaster or community settings;
- Remained actively engaged in MRC Programmes and services;
- Demonstrated an interest in working within MRC's MHPSS portfolio and in supporting its longer-term PFA and MHPSS work;
- The availability and commitment to contribute to future PFA training delivery following completion of the ToT.

NOTE: MRC will consider and facilitate the participation of suitable candidates from its Units, in consultation with the relevant Regional Offices and Units, particularly where their participation can contribute to strengthening PFA training capacity within the regions. Priority will be given to individuals who can demonstrate a long-term commitment to MRC's MHPSS portfolio, rather than participation based solely on geographic representation.

ELIGIBILITY REQUIREMENTS

Applicants must:

- Be at least 18 years of age;
- Be a registered Volunteer or Member of MRC;
- Minimum 35 hours of voluntary service in the past two years within the MRC;
- Have experience delivering PFA training or actively contributing to MRC's training portfolio;
- Have previously provided PFA services in the field, emergency or community settings;
- Demonstrate a willingness to facilitate future PFA training on behalf of MRC, including availability to travel and deliver trainings within the Maldives;
- Demonstrate a commitment to continued learning and participation in future trainer development activities;
- Be willing to work within the MRC MHPSS Trainer Framework and to meet its requirements for trainer certification and maintaining trainer status;
- Be willing to contribute to MRC's longer-term PFA and MHPSS programming.
- Having previously completed an MRC ToT (including MHPSS or other) within the past 5 years.

Note: Where an applicant does not yet meet the requirements above, MRC may consider their application on an exceptional basis, taking into account their demonstrated understanding of MRC's operational context, sustained engagement in MRC Programmes and services, facilitation or training experience in related areas, and clear potential to develop into a PFA trainer within the MRC MHPSS Trainer Framework.

EXPECTATIONS OF PARTICIPANTS

Selected participants will be expected to:

1	Attend the full ToT. Full attendance is required throughout all training days. Participants should only apply if they are able to commit to the complete ToT.
2	Actively participate in the training. Participants are expected to engage fully in discussions, practical exercises, facilitation practice, group work, demonstrations and assessments.
3	Demonstrate trainer-level competencies. Participants will be expected to demonstrate their ability to facilitate PFA learning sessions, communicate key concepts effectively and apply appropriate adult-learning and facilitation approaches.
4	Commit to future training delivery. Successful participants will be expected to contribute to future MRC PFA trainings and support the expansion of MRC's MHPSS portfolio, including by travelling across the Maldives to deliver training where required.
5	Support standardization of MRC PFA training. Trainers will be expected to use the approved IFRC-aligned PFA materials and approaches when delivering training under the MRC MHPSS Trainer Framework.
6	Participate in continued trainer development. Completion of the ToT will be considered part of the trainer pathway under the MRC MHPSS Trainer Framework. Trainers may be required to participate in future refreshers, coaching, mentoring, practice sessions and other competency-development activities.
7	Adhere to MRC policies and the Code of Conduct. Participants are expected to uphold MRC's policies, the Code of Conduct and the Fundamental Principles of the Red Cross and Red Crescent Movement at all times.

SELECTION PROCESS

This ToT offers 20 participant slots. Following review of applications against the eligibility requirements, MRC will assess shortlisted candidates against the following criteria:

- Previous PFA training and trainer experience;
- Previous provision of PFA services in emergency, disaster or community settings;
- Demonstrated contribution to MRC training activities and engagement as an MRC trainer;
- Facilitation and communication experience;
- Commitment to MRC's PFA and MHPSS portfolio;
- Availability and willingness to deliver future PFA trainings, including travel to regions and Units where required, to strengthen PFA capacity across MRC's network;
- Volunteer contribution and engagement with MRC;
- Long-term potential to contribute to MRC's trainer network and to progress within the MRC MHPSS Trainer Framework.

Note: MRC will consult the relevant Units and Regional Offices for candidates selection. Final selection will be undertaken by MRC in consultation with IFRC and Singapore Red Cross (SRC).



COMMITMENT AND CONTRACTUAL OBLIGATIONS

Selected participants will be required to sign the Terms of Reference and a Training Declaration prior to participating in the ToT. Following successful completion of the ToT, participants will be expected to formally commit to supporting MRC's PFA training under the MHPSS Programme, subject to the applicable requirements of the MRC MHPSS Trainer Framework.

This includes:

- Supporting the delivery of future MRC PFA trainings
- Contributing to training activities through MRC's regional offices where applicable
- Participating in trainer refreshers and continuing professional development
- Maintaining the required level of engagement and competency
- Supporting peer learning and development of emerging PFA trainers
- Delivering PFA training using MRC-approved materials and approaches
- Coordinating PFA training delivered under the MHPSS Programme through MRC, including prior notification and agreement before any training is scheduled
- Adhering to MRC's policies, procedures, the Code of Conduct and the Fundamental Principles of the Red Cross and Red Crescent Movement at all times

Important Notice: Delivering PFA training using MRC or IFRC-aligned materials without MRC's prior knowledge and agreement would be considered a breach of these obligations and may result in the withdrawal of the trainer's status under the MRC MHPSS Trainer Framework.

Note: The Terms of Reference and training declaration will be shared with shortlisted candidates. These documents set out further details regarding conditions of the trainer commitment.

DOCUMENTS TO SUBMIT

Applicants are required to submit:

- Copy of National Identity Card or passport;
- Updated CV highlighting relevant qualifications and PFA/training experience;
- Expression of Interest outlining motivation for applying, previous MHPSS or PFA training experience, contribution to MRC to date; availability/commitment to future training delivery; and how you intend to contribute to MRC's longer-term PFA and MHPSS objectives.

APPLICATION DEADLINE: 2pm, 3rd October 2026,

TO APPLY, COMPLETE THE APPLICATION FORM VIA - [HERE](#)

Note:

Applications that do not meet the eligibility requirements or are submitted after the deadline may not be considered.

For further information or support with the application process, please contact: Mariyam Yaasa Shareef, Senior Programme Coordinator at yaasa.shareef@redcrescent.org.mv or 9776708 from 09:00am to 4:30pm on weekdays.