

## TERMS OF REFERENCE

### Consultant & Freelancer Experts - Service Providers

SEENARYO LEBANON

December 2025 - January 2026

#### Introduction

Participatory theatre and play can transform an individual's sense of agency. They gain the power to shape their own narrative and expand what is possible, individually but also through collective action. Working in Lebanon, Jordan, Palestine and Syria, Seenaryo uses theatre and play to support people to heal, lead and learn. We co-create performances with under-served communities, train future leaders and transform classrooms through play. Reaching over 175,000 children, youth and women since 2015, Seenaryo won the Resilience in Action Award at HUNDRED 2024, the Arts, Culture & Heritage prize at the 2023 UK Charity Awards and was one of Expo 2020 Dubai's 120 Global Innovators.

#### Mission

By breaking apart the typical hierarchies of theatre and classrooms, Seenaryo creates playful spaces in Lebanon, Jordan and Palestine where all individuals can meaningfully participate as collaborators, creators and catalysts for social change. We do this by co-creating theatre with groups of adults and children, by training youth and women as theatre leaders, and by training teachers to teach their curriculum through play.

#### Aims:

- Facilitate skills development by supporting individuals to build social skills, life skills, critical thinking and wellbeing
- Challenge mistrust and polarisation by bringing conflict-affected communities into dialogue with each other
- Create wider and alternative employment pathways and professional capacity within classrooms and communities
- Transform teaching and learning to become child-centred, engaging and inclusive
- Advocate globally for play-based learning and participatory theatre in the Arab region

#### Programmes:

- **Seenaryo in Schools:** Through the Seenaryo Playkit, we transform classrooms to become participatory and child-centred. The Playkit is an app and training for teachers of 3 – 8 year olds, which gives them the skills to teach their curriculum through theatre, games, songs and stories.
- **Seenaryo in Communities:** Using a participatory approach to theatre, we facilitate the production of powerful, imaginative and collaborative plays, which puts participants at the centre of the creative process. We also train former participants to lead theatre projects in their own communities.

#### Seenaryo Roster Background

To enhance programme delivery and ensure consistent, high-quality implementation, Seenaryo is launching a **Consultants Roster** consisting of external technical specialists across Lebanon. The roster enables Seenaryo to quickly access vetted professionals whenever additional expertise is required. Applicants will be shortlisted based on CV, work samples and recommendation letters. No interview process is required. Selection will be based on past experience with Seenaryo or the quality of new applications.

While the roster aims to expedite the process, the principles of fair procurement principles must be upheld: anyone may apply to be included in the roster; vetting and selection must be justified based on objective criteria; candidates are given equal opportunity to bid for jobs where they might be qualified; the process and documentation clearly show no undue bias influenced the decision; any potential conflict of interest shall be mitigated. All accepted consultants become pre-qualified, meaning Seenaryo may engage them without conducting a full procurement process for each assignment.

Each applicant must provide their indicative daily rate in USD when they apply to the roster, meaning that it would be subject to negotiation with the program according to their background when they are considered for a specific assignment. The proposed daily rate must include all costs so that the Seenaryo programme might only cover travel and accommodation expenses separately as needed.

## Areas of Expertise

The roster includes qualified professionals across the following specialisations:

1. Trainers (arts and education)
2. Facilitators (arts and education)
3. Theatre directors
4. Assistant directors
5. Movement directors
6. Choreographers
7. Set designers
8. Lighting designers/operators
9. Music producers / sound designers / sound engineers / musicians
10. Choir leaders / choir directors / assistant directors
11. Film directors / filmmakers
12. Cinematographers / Directors of photography (DOPs)
13. Videographers
14. Video editors
15. Photographers
16. Graphic designers
17. Actors
18. Film/Theatre producers
19. Stage managers / logistics support
20. Translators / Interpreters
21. Researchers / MEAL Consultants / Documentation specialists
22. Creative writers / copywriters / editors / proofreaders
23. Curriculum developers
24. Other relevant creative or technical services

## Selection Criteria

(Percentages may be adapted as needed)

- Criterion 1 (30%): Demonstrated experience with the topic
- Criterion 2 (20%): Experience working in the country/region
- Criterion 3 (25%): Methodology/approach
- Criterion 4 (15%): Pricing
- Criterion 5 (10%): Contextual language skills

## Duration of the assignment

One year contract with possible extension/renewal depending on Seenaryo's needs.

## How to Apply

Applicants interested in joining the Seenaryo Freelancers Roster must complete [this application](#) form no later than 31 January 2026.