



Terms of Reference (ToR)

Consultant – Research Learning Content Development

1. Background

About The Possibilities Collective (TPC)

The Collective is a learning and community platform designed to strengthen the research capacity and leadership of young people with lived experience of mental health challenges.

It is grounded in three guiding principles: Intersectional Lived Experience Expertise, Community-Centred Knowledge, and Critical Pedagogy and Praxis. While existing approaches often position people with lived experience in consultative or advisory roles, the Collective seeks to support pathways toward leadership, where lived-experience researchers can shape the systems they operate within. This requires recognising the structural and epistemic barriers they face, and responding through a combination of capacity strengthening, opportunity creation, and sustained support.

Community building is both a method and an outcome within the Collective. The platform is designed to foster peer support networks, collaborative learning, and peer mentorship, enabling more sustainable and contextually grounded knowledge exchange. The Collective adopts a culturally responsive approach, recognising the importance of Indigenous knowledge systems, local contexts, and the intersectional realities of its global community. Learning is understood as a dialogical and iterative process, where reflection, practice, and shared knowledge continuously inform one another.

Self Guided Learning

A key component of the Collective is its self-guided learning structure, which enables learners to build research-relevant skills at their own pace. The platform is designed to support individuals



with varying levels of prior research exposure, allowing for flexible and individualized learning pathways.

This learning experience brings together three interconnected verticals:

- Written materials, which provide structured, self-paced learning content supported by activities, reflection prompts, and discussion opportunities
- Video and webinar content, which offer direct engagement with researchers and practitioners, and respond to emerging community learning needs
- Peer learning spaces, which create opportunities for knowledge exchange, collaboration, and non-judgmental dialogue

A range of source materials, including slide decks and reference resources, are already available across different topic areas. The Collective is now seeking a consultant to support the development of structured, learner-ready module content based on these materials as well as sourcing additional reference materials as needed.

2. Purpose of the Consultancy

The purpose of this consultancy is to develop clear, engaging learning content for research learning modules based on the Collective's learning approach and existing materials.

The consultant will translate source materials into structured learning modules suitable for self-guided learning, ensuring that content is accessible to learners with diverse educational backgrounds and varying levels of prior research experience.



3. Scope of Work

The consultant will develop structured learning content for assigned modules, drawing on existing source materials provided by the Collective team as well as additional materials identified by the consultant. We do not plan to develop all materials from scratch, but instead to guide learners through engaging with existing content where possible. We are exceptionally keen for the consultant to focus on quantitative methods and causal inference, amongst other research concepts.

The consultant will work closely with the Collective team to ensure that all developed materials align with the Collective's learning approach and intended outcomes. The final list of modules to be covered by the consultant will be agreed upon with the Collective team. For example, these could include modules on understanding causation and interpreting statistical results, survey design, data visualization, randomized controlled trials, and data management amongst others.

The consultant's work will be embedded in our learning platform, Mighty Networks.

3.1 Review and Synthesis of Existing Materials

- Reviewing and synthesizing Collective sourced materials relevant to assigned modules
- Identifying additional existing resources relevant to the assigned modules, where gaps exist in our current materials
- Identifying key concepts, examples, and exercises that should be incorporated into the learning modules
- Assessing where existing materials require restructuring, clarification, or simplification
- Identifying minor content gaps where additional explanatory text or examples may be needed

The consultant will work with the Collective team to confirm the final scope and structure of modules prior to content development.



3.2 Development of Structured Learning Modules

- Developing a clear overview of each topic and its relevance
- Drafting learning objectives aligned with intended outcomes
- Creating structured explanatory content
- Including illustrative examples or case studies

3.3 Development of Learning Elements

Modules will include a combination of

- Learning objectives
- Core explanatory content
- Real-world examples or case studies
- Reflection questions
- Practice exercises or applied activities
- Discussion prompts

4. Deliverables

The consultant will:

- Develop fully structured, learner-ready modules for assigned topics, including a clear overview, learning objectives, explanatory content, examples, and applied learning components.
- Translate and adapt existing slide decks and source materials into coherent learning modules, ensuring where possible that content is reorganized rather than reproduced.
- Develop and integrate reflection questions, practice exercises, and discussion prompts that support engagement and application of concepts.
- Ensure that all modules are written in a format suitable for self-guided learning, with clear progression and logical flow.
- Refine and simplify content where needed to improve clarity, accessibility, and coherence, while maintaining conceptual accuracy.



- Identify and fill gaps in content, including adding short explanations, examples, or activities where existing materials are insufficient.
- Revise module drafts based on feedback from the Collective team and ensure final outputs are consistent, complete, and ready for use.

5. Required Expertise

The ideal consultant will demonstrate the following:

5.1 Research Expertise

- Strong background in mixed-methods research, with the ability to work across quantitative approaches in particular.
- Familiarity with a range of research designs and approaches, particularly epidemiologic and econometric analytic approaches.
- Understanding of how research is used in programmatic and systems contexts (e.g. informing policy, program improvement, decision-making).

5.2 Content Development and Learning Design

- Demonstrated experience in curriculum development, developing learning materials, training content, or educational resources. Experience developing materials for non-specialist audiences a plus.
- Ability to translate complex or technical material into clear, structured, and engaging learning content.
- Experience working with existing source materials (e.g. slide decks, reports, academic content) and adapting them into coherent learning modules.
- Ability to design content that supports self-guided learning, including:
 - structuring content into logical segments
 - integrating reflection questions and applied exercises



- guiding learners through concepts without facilitator support

5.3 Communication and Writing

- Excellent written communication skills, with the ability to:
 - explain complex concepts in plain, accessible language
 - maintain clarity without oversimplifying key ideas
 - write in a tone that is engaging and appropriate for diverse audiences
- Ability to balance technical accuracy with accessibility, particularly for learners without formal research training.

5.4 Alignment with Lived Experience and Participatory Approaches

- Demonstrated understanding of, or experience working with:
 - lived experience engaged research
 - participatory or community-based research approaches
- Ability to engage with research content in ways that:
 - recognise lived experience as a valid form of knowledge
 - avoids extractive or purely academic framings of research
 - reflect sensitivity to power, inclusion, and knowledge hierarchies

5.5 Preferred Experience

- Experience working in mental health, youth engagement, or related social sectors
- Experience developing online, digital, or self-paced learning materials
- Experience working in global or cross-cultural contexts, particularly with diverse learner groups



6. Evaluation Criteria

Primary Considerations:

The selection process will prioritize candidates who demonstrate:

- Strong research expertise, particularly a background in quantitative research literacy, including the ability to interpret and communicate research evidence clearly
- Experience in developing learning or training content, especially for non-specialist audiences
- Ability to translate complex research concepts into accessible, engaging, and well-structured learning materials

These areas are central to the role and will be the primary basis for assessment.

Additional Considerations:

In addition, the Collective will consider:

- Familiarity with lived experience, participatory, or community-based research approaches, and the ability to reflect these perspectives in learning materials
- Familiarity with mixed-methods approaches that bring together quantitative and qualitative research methodologies
- Quality and relevance of previous work, including writing samples or examples of curriculum or content development

Overall Fit:

The following factors will also inform the final selection:

- Alignment with the Collective's approach and values, including a commitment to accessible and inclusive learning



7. Remuneration

The consultant will be engaged through a 6 month contract starting in May/June 2026; we expect the deliverables to require a time commitment of 10 hours/ week, paid hourly at a rate of 25-35 USD. The consultant will submit invoices to be paid by GenMH on a monthly basis. Upon mutual agreement between the consultant and GenMH, the agreement may be for a shorter term with a faster rate of deliverable completion.

8. Deadline

The deadline to submit applications is **Friday 15 May 2026**. Applications will be reviewed on a rolling basis.