

UNICEF China Terms of References For Individual Contractor

Job Title: Individual Contractor for the Integrated Child Protection Services Model

Requesting Section: Child Protection

Background of Request for Individual Contractor:

Child Protection is one of UNICEF China's programme areas. It supports the Government of China in developing an equitable and integrated child protection system that benefits all children in China.

During the last decade, China has made enormous progress in developing legislation relevant to child protection. Especially the revised Law for the Protection of Minors articulates an ambitious agenda for child protection, including to ensure all children have access to family centered child protection services. In addition, a number of policies and strategic plans have provided opportunities to strengthen services for protecting and caring for children. However, challenges remain regarding the institutional governance of China's nascent child protection system.

With the aim to develop a child protection system in China and building on existing laws and policies, UNICEF has been working with the Ministry of Civil Affairs (MCA) in generating a model of integrated child protection services in nine counties in the provinces of Guangxi, Jiangxi, Ningxia and Shandong since July 2020. The project seeks to improve the quality and supply of child protection services that provide support and interventions to promote child and family wellbeing, to protect children who are at risk of abuse and neglect within their families or whose families do not have the capacity to provide adequate care and protection and to support children who have experienced abuse and neglect. In doing so, the experiences and lessons learned from this project are being used to inform the improvement and enforcement of laws and policies as well as to inform scale up.

The results this work aims to achieve include:

- 1) Civil Affairs Bureaux (including child protection centres, child welfare institutions and community childcare service centres) in pilot sites function as an effective and operational coordination and reporting and referral mechanism for statutory and community-based services for vulnerable children at risk of or experiencing abuse and neglect.
- 2) Service providers (including local authorities, county level interagency child protection committees, designated social service organizations, social work stations and community workers) are capable of delivering high-quality child protection and welfare services.
- 3) Increased coverage and quality of equitable community-based child protection and welfare services, particularly for children in dysfunctional families, children in families affected by migration and children with disabilities.
- 4) Professional standards and guidelines for the delivery of statutory child protection services strengthened.
- 5) Evidence and lessons learned from the pilot are well documented and disseminated to inform national scale-up strategies and guidelines.

Given the scale of the work and the fact that implementation is gaining traction, the UNICEF Child Protection Section is seeking a full-time consultant, to support the team in delivering above results, and in particular for the following:

- Provide technical support to the development of case management guidance and capacities of case workers/social workers and other key child protection stakeholders to strengthen the provision of safe, ethical and competent case management services for children and their families: through a iterative process with case workers/social workers and other key child protection stakeholders, case management guidelines/operating procedures and a case management training package developed, three training workshops conducted, and supervision and coaching provided;
- Develop a robust monitoring and evaluation (M&E) framework, including tools and indicators, for the routine monitoring of the results of the Integrated Child Protection Services Model.

Purpose of Assignment:

The purpose of this consultancy is to provide technical input and support to the case management and M&E components of the 'Integrated Child Protection Services Model'.

Major Duties and Responsibilities:

Description/ Scope of assignment:		
Activities	Deliverables	Timeline
Support implementation of activities linked to development of case management guidance and capacities of case workers/social workers and other key child protection stakeholders	Inputs provided to: <ul style="list-style-type: none"> ➤ Research and consolidation of good practices of child protection case management globally and in China ➤ Draft training manual ➤ Facilitation of three training workshops for case workers/social workers and other key child protection stakeholders ➤ Draft service guideline/operating procedures ➤ Case management supervision and coaching sessions 	May 2021 to April 2022
Work collaboratively with the existing project coordination mechanism to support the development of a robust monitoring and evaluation framework, including tools and indicators for the routine monitoring of the results of the provision of integrated child protection services. Key activities include:	<ul style="list-style-type: none"> ➤ Report with proposal for establishing a routine data management system for the project, including proposed options and tools for improving routine data management system 	May to June 2021

<ul style="list-style-type: none"> • Collate the theory of change, results framework, baseline survey report and other progress reports; mapping and assessing the routine data collection pathways, assessment indicators and tools currently used by the project; • Lead the development of an M&E framework for the model, and ensuring buy-in of project stakeholders throughout the process; • Build the capacity of critical stakeholders and technical staff in Result Based Management (RBM) and particularly in implementing the M&E framework, through development of resources and delivering training sessions; • Convene and facilitate meetings every two months on M&E within the scope of the project team of the implementing partners (mainly MCA's project management office, focal persons of the provincial and county civil affairs bureaux), to ensure the process and deliverables outlined above are constantly discussed, validated and approved by stakeholders 	accountability structure and tools;	
	➤ A capacity building strategy focused on RBM and the M&E framework	July 2021
	➤ Capacity building sessions held, with a report summarizing outcomes of training experience with recommendations for continuation of capacity building plan throughout 2021-2022;	July 2021 to April 2022
	➤ Meeting minutes of bi-monthly meetings on M&E	At least bi-monthly, throughout the whole assignment

Start Date: Mid May 2021

End Date: End April 2022

Total Duration: 11.5 months

Individual Contractor's Qualification Requirements:

- **Minimum Academic Qualifications required and disciplines:**
 - Advanced university degree in social work, counseling psychology, social science, or other relevant discipline.
- **Knowledge/Experience/Expertise/Skills required:**
 - A minimum of five years of relevant work experience in case management, ideally also in a position as supervisor. Previous work experience as a social worker for children will be considered a strong asset

- Professional work experience in programme planning, management, monitoring and evaluation relevant to child protection
 - Experience in developing and tracking programme results and M&E frameworks
 - Self-motivated team worker with a clear drive for results
 - Good interpersonal skills
 - Strong analytical skills
 - Strong writing skills in Chinese and English
 - Ability to work under tight deadlines and independently
 - Ability to work in international and multicultural environment, and to work with cultural sensitivity
 - Proficiency in the use of Microsoft Office software
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