

## TERMS OF REFERENCE

## CONSULTANT

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| Section:      | Child Protection  | Date:          | 28 April 2021                  |
| Title:        | PSEA Specialist, Consultant                             | Duty station:  | Home based with fields mission |
| Reporting to: | Regional Child Protection Specialist, CP in Emergencies | Contract type: | Individual Contractor          |
| Duration:     | 7 months, starting on June 1 <sup>st</sup> 2021         | Start date:    | 1 <sup>st</sup> June 2021      |

| Section           | Content  |
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| <b>Objectives</b> | <p>The purpose of the position is to provide technical support to West and Central Africa country offices (COs) and to the Regional Office in the area of Protection of Sexual Abuse and Exploitation (PSEA). The position aims at ensuring that COs across the region have the required capacity and systems in place to prevent and respond to sexual exploitation and abuse (SEA), in line with UNICEF institutional accountabilities and have a good understanding of the differences and links with gender-based violence.</p> <p>A key focus of WCARO's PSEA Specialist will be on the Ebola response in Guinea and neighbouring countries, and on the 7 countries (Cameroon, Mali, Burkina Faso Central African Republic, Mauritania, Nigeria, and Democratic Republic of Congo) that have been identified as critical for PSEA in the region, and which have received dedicated 7% set aside funding from UNICEF's Executive Director. But guidance and support will also be provided to the other Country Offices in continuity of work that has been done in WCAR over the past 5 years. Thus, WCARO's PSEA Specialist will ensure that all 24 countries in the region implement a set of minimum and sustainable measures to prevent and respond to SEA, to be embedded across Country Office sectors and within broader regional programmatic responses "Key Result for Children" on Violence Against Children. He or she will also be responsible to feed country experiences and analysis on PSEA into UNICEF's broader policy and practice and strengthen linkages with the GBV sector.</p>                       |
| <b>Background</b> | <p>Over the past few years, the UN has increased its commitments to push forward the agenda of Protection from Sexual Exploitation and Abuse (PSEA). In 2017, in its Report on Special Measures for Protection from SEA, the Secretary-General announced "a new approach", which puts victims' rights at the center of the UN response to SEA. A UN Special Coordinator for PSEA and a Victims' Rights Advocate (VRA) were assigned, and field VRAs were deployed in four peacekeeping missions. A UN Protocol on SEA involving Implementing Partners was issued in 2018 and a UN Victim Assistance Protocol was adopted in 2019.</p> <p>In the same line, UNICEF scaled up its efforts to effectively prevent and respond to SEA. In particular, in 2018, UNICEF's Executive Director took over the role of IASC Champion on SEA and Sexual Harassment, this leading to a number of interagency and internal initiatives, including an independent review of UNICEF's work on PSEA and the development of an institutional Strategy on PSEA (issued in January 2019). UNICEF's contractual agreements were reviewed to include stronger requirements for implementing partners on PSEA and a Procedure for Assessing SEA Risks in Implementing Partnerships and a PSEA Toolkit were issued in February 2020.</p> <p>In late 2020, media exposure of SEA by UN and humanitarian workers engaged in the Ebola response in DRC, led to heightened awareness of the critical need for cross sectorial engagement in PSEA, and for the integration of SEA prevention and response strategies in every humanitarian response from</p> |

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|                      | <p>the outset. In this light, emergency preparedness and response to the 2021 Ebola outbreak in Guinea includes a strong PSEA component.</p> <p>UNICEF globally has a front-line role and accountability in providing assistance to children victims of SEA. In this light, from 2016 through to 2021, UNICEF's Executive Director provided dedicated 7% funding with a view to set up systems to address SEA at regional level and across a number of high-risk contexts, including seven countries in the West and Central Africa Region and in the Regional Office. With the support of these dedicated funds, PSEA specialists were deployed, trainings and support missions were organized, and GBV/CP services for victim assistance were strengthened. Advocacy was also led in the region on key PSEA issues, particularly on SEA victims' access to justice and on a victim centered approach to investigations involving child victims of SEA.</p> <p>The surge of Ebola cases in Guinea has called for increased efforts to prevent and respond to SEA linked to the humanitarian response in the area. A special but not exclusive focus of the work will be on strengthening and putting in place measures for awareness raising, community sensitization, reporting and victim assistance, as an integral part of the Ebola response both in Guinea but as part of preparedness measures in the surrounding countries.</p> <p>Supported interventions should explore opportunities for better integration between GBV and AMSP, including service delivery and training.</p>   |
| <b>Scope of work</b> | <p><b>Support the Country Offices in their preparedness and response efforts top Ebola (Guinee, Sierra Leone, Liberia, Guinea Bissau, Mali &amp; Senegal)</b></p> <p>Proactively engage with country offices to discuss and provide support on PSEA. This may include, but is not limited to:</p> <ul style="list-style-type: none"> <li>- Capacity building of national staff and implementing partners</li> <li>- Reviewing national and UNICEF preparedness plan</li> <li>- Reviewing and integrating PSEA interventions across sectors including proposals and other programmatic documents</li> </ul> <p><b>Support to WCAR 24 Country Offices</b></p> <ul style="list-style-type: none"> <li>• Ensure all 24 Country Offices (COs) in the region implement PSEA Action Plans and support COs in the review and monitoring of Action Plans' implementation.</li> <li>• Support COs in the response to SEA allegations reported in countries, as needed.</li> <li>• Respond to technical support needs of COs, including through:             <ul style="list-style-type: none"> <li>○ Regular bilateral calls with PSEA Focal Points from COs to jointly review progress in the implementation of the CO PSEA Action Plans, identify priority actions and support needs.</li> <li>○ Support the delivery of PSEA trainings for staff and/or partners in countries, as needed including GBV whenever possible</li> <li>○ Review of draft versions of PSEA Action Plans, of internal and external ToRs and interagency information sharing protocols, PSEA Action Plans of Implementing Partners, etc.</li> <li>○ Support COs in conducting IP SEA risk assessments and provide guidance to IPs on the implementation of their PSEA Actions Plans.</li> </ul> </li> <li>• Proactively, provide technical support on PSEA, through <b>country missions and remotely</b>, to the 7 WCAR countries that have received 7 % set aside funds for PSEA, and to the countries affected by the Guinee Ebola crisis, as follows:</li> </ul> |

- Work with the COs' PSEA Focal Points in defining sustainable systems to be in place within the CO for prevention and response to SEA: review and update accordingly the Country Office PSEA Action Plans.
- Support trainings on PSEA for UNICEF staff and partners including on GBV whenever possible.
- Support the integration of PSEA actions into sections' projects (SEA risk assessment, community sensitization on PSEA into Programme Documents).
- Support the establishment/strengthening of community reporting channels in consultation with local communities/beneficiaries and identify possibilities of alignment with existing mechanism such as the ones used for GBV
- Support UNICEF's engagement with the interagency PSEA and GBV Networks/Task Forces in-country on prevention of SEA, community sensitization, community reporting channels, information sharing/referral mechanisms, and availability of GBV services.

#### ***Support to Regional Office (WCARO)'s actions on PSEA***

- Provide guidance and advice for RO senior management on priorities and strategies to advance the PSEA agenda in the region.
- Review the SIRs submitted to the Regional Office (RO and follow up with COs on missing information/questions on SEA allegations, for complete submission of SIRs by the Regional Director to DED.)
- Support the implementation of WCARO's Action Plan on PSEA, particularly through:
  - Support the delivery of PSEA training for WCARO's personnel.
  - Support the cross sectorial engagement on PSEA within WCARO, by prompting the inclusion of PSEA actions in relevant sections' work (Education, Emergencies, C4D, Health, Child Protection).
- Organize periodic meetings of COs' PSEA Focal Points from WCAR region, to build a community of practice and learn from experiences in the region.
- Document good practices/case studies on PSEA interventions in countries in the region.
- Prepare briefings and updates for the Regional Director and RO senior management on PSEA in the region.
- Prepare inputs for WCARO's contribution to global consultations, and to global PSEA policy and guidance initiatives and materials led by HQ.
- Keep the regional repository of PSEA materials updated with new tools and resources on PSEA.
- Support Regional Coordination mechanisms in their efforts to better address PSEA

#### ***Contribution to global policy and guidance on PSEA***

- Liaise closely with UNICEF HQ on PSEA policy developments at global level, and feed country-based experiences into HQ's policy and guidance on PSEA.

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|                                   | <ul style="list-style-type: none"> <li>Contribute to global initiatives on SEA victims' access to justice and legal aid.</li> <li>Prepare or review updates on the status of SEA cases in the region for submission to HQ upon request.</li> <li>Contribute to technical meetings led by HQ, gathering PSEA Focal Points from other UNICEF Regional Offices</li> </ul>  |  |   |
| <b>Deliverables and Schedules</b> | <b>Deliverable/Output</b><br>1. Practical integration of key PSEA actions in the work of countries impacted by the Ebola outbreak in Guinea<br>2. Track progress made by Country Offices in the implementation of their CO PSEA Action Plans, with a focus on CO cross sectorial engagement in PSEA and strengthening capacity of partners on PSEA and whenever possible GBV(priority focus on 10 high risk countries in the region)<br>3. Practical integration of key PSEA actions in the work of relevant sections of the Regional Office (Child Protection, C4D, Education, Emergencies, WASH/HEALTH, Child Protection, Human Resources).<br>4. Production of technical guidance and awareness raising tools, based on support needs identified in consultation with PSEA and GBV Focal Points across the region  | <b>Timeframe</b><br>Monthly reports delivered within 5 days of the end of every month to reflect progress against the 4 deliverables | <b>Payment</b><br>Monthly payments will be in line with the 4 deliverables in the TOR |
| <b>Timing</b>                     | The assignment is full time for a period of 7 months and will start on June 1 <sup>st</sup> 2021.   |  |   |
| <b>Reporting Requirements</b>     | The Consultant will be under the supervision of the Regional Child Protection Specialist, Child Protection in Emergencies, who will be responsible for certifying that activities have been appropriately carried out on a monthly basis in line with the reporting requirements and at the completion of the assignment.   |  |   |
| <b>Profile Requirements</b>       | The ideal candidate will have:<br><b>Education</b> <ul style="list-style-type: none"> <li>An advanced university degree in one of the following fields is required: international development, human rights, psychology, sociology, international law, or another relevant social science field. A Bachelor's degree with 2 additional relevant work experience might be accepted in lieu of the Master.</li> </ul> <b>Experience</b> <ul style="list-style-type: none"> <li>A minimum of 8 years of professional experience in design, implementation and management of Human Rights, Protection/Child Protection or GBV programming; in PSEA and/or child safeguarding, preferably with the UN.</li> <li>Familiarity with global developments on PSEA</li> <li>Experience working in humanitarian contexts.</li> <li>Excellent communication skills.</li> <li>Proven ability to work independently under difficult conditions.</li> <li>Excellent facilitation and training skills</li> </ul> |  |   |

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|                              | <ul style="list-style-type: none"> <li>• Proved networking and advocacy skills.</li> <li>• Demonstrated ability to work in a multicultural environment and to establish harmonious and effective working relationships, both within and outside the organization</li> </ul> <p>Language Requirements</p> <ul style="list-style-type: none"> <li>• Fluency in French and English is required</li> </ul>   |
| <b>Administrative Issues</b> | <p>The consultancy will be home based, supporting the 24 Cos of WCAR in the area of PSEA with particular priority given to the countries indicated above in the TOR. A minimum of monthly calls will be organized with the supervisor of the contract.</p> <p>The consultant will receive a daily fees paid on a monthly basis as per the deliverables outlined above, as well as a lump sum to cover both flights and DSA within the various missions, which will be pre-paid by the Consultant and reimbursed on the basis of submission of receipts and proof of travel in the countries concerned.</p> |