

United Nations Children's Fund (UNICEF)
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Consultancy – Child Protection in Emergencies (CPiE) Roster

UNICEF works in some of the world's toughest places, to reach the world's most disadvantaged children. To save their lives. To defend their rights. To help them fulfilling their potential.

Across 190 countries and territories, we work for every child, everywhere, every day, to build a better world for everyone.

And we never give up.

For every child, *a better future*

UNICEF works to ensure the rights of all children in the East Asia and Pacific Region. This means the rights of every child living in this country, irrespective of their nationality, gender, religion or ethnicity, to:

- **survival** – to basic healthcare, peace and security;
- **development** – to a good education, a loving home and adequate nutrition;
- **protection** – from abuse, neglect, trafficking, child labour and other forms of exploitation; and
- **participation** – to express opinions, be listened to and take part in making any decisions that affect them

How can you make a difference?

The Child Protection Section, UNICEF East Asia and Pacific Regional Office (EAPRO) is seeking applications to a roster for individual consultants to provide technical support to the Regional Office and Country Offices in the East Asia and the Pacific Region on child protection in emergencies preparedness and response.

Background:

The East Asia and the Pacific Region is the most disaster-prone region in the world – 43% of natural disasters occur in the region and fatalities from these disasters account for 74% of the total worldwide. The region is also home to a number of protracted conflicts. Children are the hardest hit by conflict and disasters. They face multiple protection issues, including separation from their families, and are at heightened risk of violence, neglect, exploitation and abuse, including gender-based violence (GBV). Children may suffer life changing injuries, as well as psychological harm, as a result of natural disasters, public health emergencies and conflict. Children with disabilities are at higher risk, including

of death and injury, separation and abandonment - the rate of mortality of people with disabilities during the disasters is more than double as compared to the general population.

COVID-19 pandemic has impacted all countries supported by UNICEF in the region. Children have been adversely affected by the measures brought in to control the spread of the virus and, while containment measures have lifted across most of the region, face heightened protection risks as the socio-economic crisis worsens. UNICEF EAPRO and Country Offices have been at the forefront of the child protection response and continue to act to mitigate against the impact for children and vulnerable families.

UNICEF is also committed to investing in efforts to support Governments and CSO partners to prepare for multiple waves of the COVID-19 pandemic, as well as to prepare for and respond to other emergencies, with a focus on rapid onset emergencies including natural disasters.

UNICEF EAPRO is establishing a roster of experienced consultants to provide short and medium term technical support – both remote and in country - to the Regional Office and Country Offices (COs) to prepare for and respond to emergencies covering in one or more of the following thematic areas:

- I. Child protection in emergencies (CPiE) – General
- II. Gender based violence in emergencies (GBViE) - General
- III. Inter-agency coordination/ humanitarian cluster system support for child protection and GBV including community engagement and localisation
- IV. Child protection case management in emergencies
- V. Mental Health and Psychosocial Support (MHPSS) (including Child Friendly Spaces)
- VI. Family tracing and reunification/ alternative care in emergency settings
- VII. Children on the move - child migration and child trafficking
- VIII. Children associated with armed forces and groups (CAAFAG), including terrorist or violent extremist groups
- IX. Monitoring and reporting on grave violations of children's rights
- X. Child justice in emergencies
- XI. Protection from Sexual Exploitation and Abuse (PSEA) and/or child safeguarding
- XII. Mine Action/ Explosive Ordnance Risk Education (EORE) and victim assistance
- XIII. Child labour in emergencies
- XIV. Social norms change in emergencies (with a focus on child marriage and other harmful practices)

Work Assignment:

Under the supervision of UNICEF Regional Adviser Child Protection EAPRO or the Chief of Child Protection at Country office level, the consultant will complete the assignments set by each recruiting office. The scope of work may include:

- a) Surge-support, including in country, for emergency response;
- b) Technical assistance for emergency planning;
- c) Technical assistance for emergency response;
- d) Needs assessment for child protection;
- e) Development of region specific and country specific guidance, briefs and tools;
- f) Support to or leadership or inter-agency coordination mechanisms and clusters;
- g) Development of emergency response plans and strategies, implementation plans and monitoring plans;
- h) Capacity building of UNICEF personnel and partners, including development of training packages;
- i) Information management, including documentation of good and promising practices and lessons learned;
- j) Support delivery, monitoring and the quality control of emergency response;
- k) Work with the Chief of Child Protection/Child Protection Section(s) to manage and monitor the emergency response for child protection.

End Product:

Each assignment will identify the specific objectives, deliverables and the timing required. Agreed workplan and expected deliverables, as well as availability, will be discussed and agreed prior to contract issuance.

Official travel: The Country Office or Regional Office will specify the location when assignment arise, which may be homebased, in country or a mix depending on the needs of the contracting office.

Where necessary to respond to an emergency or meet the needs of the Country Office in East Asia and the Pacific Region or the UNICEF Regional Office in Bangkok, consultants should be available to work onsite. The work may include travel to hardship and/or insecure emergency locations. However, certain work assignments will not require on site/in country support and can be undertaken remotely.

Please indicate in your application whether you are available for in country deployment.

Estimated Duration of Contract: Consultancy arrangement may range from one week to 11.5 months, with possibility of extension, depending on demand, and assignment specifications.

Qualifications or Specialized Knowledge/Experience Required:

All consultants must meet the following criteria regardless of the specialised area(s) of expertise:

- Advanced university degree in social work, international development, human rights, international law, psychology, sociology, and other related fields.
- A minimum of 5 years of relevant professional experience in child protection or related fields in emergency contexts including field level experience, especially in rapid onset of natural disasters.
- Knowledge and experience in the formulation, design, planning, implementation, and monitoring of child protection in emergency interventions and/or programmes.
- Knowledge of the Child Protection Minimum Standards in Humanitarian Action, Humanitarian Principles and other inter-agency humanitarian standards.
- Understanding of the humanitarian-development nexus.
- Excellent advocacy and negotiation skills and experience of engaging with both government and non-government actors.
- Ability to work effectively in politically and culturally sensitive environments.
- Ability to work in demanding and stressful situations and be flexible and adaptable to rapidly changing circumstances.
- Ability to manage multiple competing priorities under tight deadlines.
- Self-motivated, with good judgement and initiative and the ability to work independently.
- Demonstrable drive for results and ability to maintain consistent high standards.
- Proven integrity, objectivity and professional competence.
- Demonstrated sensitivity to cultural diversity and gender issues and ability to work in a diverse team.
- Excellent communication, facilitation and interpersonal skills.
- Fluency in English (written and spoken).

Desirable skills and experience, regardless of the specialised area(s) of expertise:

- Experience of working on child protection in rapid onset natural disasters is highly desirable.
- Strong analytical and research skills.
- Experience of devising and delivering capacity building for various target audiences.
- Experience of developing funding proposals.
- Experience of working in East Asia or the Pacific.
- Experience working with UNICEF or other UN agencies as a staff member or a consultant.
- Proficiency in another major language used in the region.

*In the application, candidates are requested to clearly indicate for which thematic areas of work they are applying for the roster (Note that candidates can indicate one or more thematic areas as relevant to their experience). For each thematic area that candidates are applying for, they are requested to highlight their technical area(s) or expertise using the mandatory and desirable requirements below.

Candidates will be selected for each area based on their specific knowledge and experience.

The specific requirements for each thematic area are set out below:

I. Child Protection in Emergencies (CPiE) - General

- A minimum of 5 years of professional experience of working in child protection in emergencies.
- Excellent understanding of child protection concerns and response strategies in natural disasters, conflict situations, displacement, epidemics and/or other emergency contexts.
- Technical knowledge and experience in child protection programming (emergency, recovery, and development) from planning and designing to implementation, monitoring and evaluation.
- Proven knowledge and practical use of the Child Protection Minimum Standards in Humanitarian Action (CPMS).
- Proven knowledge of the best interests principles and community based protection approaches.
- Experience of undertaking child protection rapid needs assessments or other relevant assessments and research is an asset.
- Experience of developing policy and advocacy papers in CPiE is an asset.
- Ability to manage and analyse CPiE data (quantitative and qualitative) is an asset.
- Experience of child protection programming in development contexts is an asset.

II. Gender Based Violence in Emergencies (GBViE) – General

- A minimum of 5 years of professional experience at the national and international level addressing gender equality or gender-based violence in humanitarian action with a focus on working with child survivors and adolescent girls.
- Proven knowledge of GBV prevention, mitigation and response measures in humanitarian action.
- Proven knowledge of contributing factors to and causes of GBV and ability to conduct a context-based situational analysis on GBV.
- Proven experience of GBV integration into non-GBV sectors in humanitarian settings and excellent knowledge on IASC guidelines integrating GBV interventions in humanitarian actions 2015.
- Proven experience of facilitating GBViE training including designing and contextualising GBViE training materials.
- Experience of managing a programme which supports children and adolescent survivors of GBV.
- Direct case management and supervision experience is an asset.
- Experience of undertaking research and developing advocacy papers is an asset.

III. Inter-agency coordination/ humanitarian cluster system support for Child Protection and/ or GBV including community engagement and localisation

- A minimum of 5 years of professional experience at the national and international levels in child protection and/ or GBV coordination.
- Advanced knowledge of IASC and other humanitarian coordination mechanisms, guiding principles, standards, approaches and applications in practice.
- Proven knowledge of cluster approach, humanitarian reform, transformative agenda and roles of each humanitarian actor (Government, UN OCHA, HCT, Clusters/ Sectors and partners).
- Previous experience of emergency response coordination is a strong asset (e.g. clusters and/or sectors)

- Familiarity with the Humanitarian Programme Cycle and associated processes (HNO, needs assessments, HRP, and HRP project submissions and vetting) is an added value.
- Proven experience of working with multiple partners and stakeholders including national and international and establishing strong interpersonal relationships to promote partnerships and collaboration.
- Experience of integrating participatory methods for community engagement and mobilisation to effectively implement CP and/ or GBV prevention and response programmes.
- Highly familiar with the latest literature and best practices around contextual localisation programming and international commitments on localisation in the Grand Bargain.
- Previous experience of supporting resilience programming in emergency situation is an asset.
- Demonstrable experience and excellence in advocacy, representation and high-level negotiation skills.
- Previous experience with information management as related to CP and GBV, including maintaining standards of impartiality and confidentiality with data of a sensitive nature is an asset.

IV. Child protection case management in emergencies

- Advanced university degree in social work is highly desirable.
- A minimum of 5 years of professional experience of case management and coordination of case management for children and/or adolescent in humanitarian contexts.
- Experience of developing and/or contextualising interagency referral protocols for child protection cases.
- Proven experience in contextualizing training manuals, tools, and other guidance materials (e.g. guidance notes, standard operating procedures, information sharing protocols, etc.) collaboratively with national, international, and government partners.
- Proven experience in developing and delivering training on case management to front line workers.
- Experience of working with government counterparts on case management is an asset.
- Experience in setting up and maintaining information management systems for case management services, including the Child Protection Information Management System (CPIMS).
- Knowledge of and experience in supporting para/social workers' wellbeing and self-care is an asset.
- Knowledge of inter-agency guidelines on child protection service provision, and familiarity with broader international standards and humanitarian intervention is an asset.

V. Mental Health and Psychosocial Support (MHPSS) (including Child Friendly Spaces)

- Advanced university degree in psychology or relevant discipline is highly desirable.
- A minimum of 5 years of relevant professional experience in MHPSS programming.
- Experience of MHPSS programming in fragile settings, conflicts, or natural disasters.
- Experience of designing and delivery of MHPSS programmes for children and adolescents.
- Experience of design and delivery of MHPSS training for front line workers.
- Excellent understanding and application of key IASC and UNICEF MHPSS guidelines and the multi-layered and integrated MHPSS model, as outlined in IASC Guidelines on Mental Health and Psychosocial Support in Emergency Settings and UNICEF's Operational Guidelines on Community-Based Mental Health and Psychosocial Support in Humanitarian Settings.
- Familiarity with working in low resource settings with limited access to health facilities and trained mental health professionals is an asset.
- Experience in establishing, managing and monitoring Child Friendly Spaces in humanitarian settings is an asset.
- Experience of remote delivery of MHPSS is an asset.
- Demonstrable skills with MHPSS project management, supervision and evaluation is an asset.
- Previous experience of working in coordination/ leadership MHPSS Technical Working Group (TWG) roles, or previous contribution/ collaboration with MHPSS TWG is an asset.

VI. Family tracing and reunification/ alternative care in emergency settings

- Advanced university degree in social work is highly desirable.
- A minimum of 5 years of relevant professional experience family separation and reunification and alternative care programmes in emergency settings.
- Good knowledge of and experience in using inter-agency standards and international legal framework on case management, alternative care and family tracing and reunification (e.g. Inter-Agency Guidelines for Case Management & Child Protection, UNGA Guidelines for the Alternative Care of Children, Alternative Care in Emergency Toolkit, Inter-agency Guiding Principles on Unaccompanied and Separated Children, Toolkit on Unaccompanied and Separated Children, etc.)
- Demonstrable knowledge and experience of case management, care planning, referrals, monitoring, family-based care, etc.
- Excellent grasp of gender and age dynamics in child care.
- Experience of development and delivery training on family tracing and reunification.
- Familiarity with Information Management Tools in Case Management, such as CPIMS, Primero, etc. is desirable.
- Experience in leadership roles or contributing to Unaccompanied and Separated Children/ Identification Documentation Tracing Reunification/ Family Tracing and Reunification/ Case Management coordination groups is an asset.

VII. Children on the move - child migration and child trafficking

- A minimum of 5 years of relevant professional experience in managing emergency programs supporting children on the move - asylum seekers, migrants, refugees, and/or trafficked children.
- Excellent working knowledge of global CPIE inter-agency guidelines, minimum standards and training packages related to child protection in emergency and migration including the Global Programme Framework of Children on the Move, the Global Compact on Migration, and recommended principles to guide actions concerning children on the move and other children affected by migration.
- Excellent understanding of best interest determination.
- Good understanding of UNICEF work in child migration and trafficking and related international guidelines and standards (including International Humanitarian Law, International and National Refugee Law, relevant Security Council resolutions, etc.) pertaining to child protection in conditions of acute vulnerability due to armed conflict, civil unrest and natural disasters.
- Familiarity with the Refugee Coordination Model is an added value.
- Experience in strengthening national child protection systems to protect refugee and migrant children, including strengthening the role of social work, community outreach, MHPSS and case management services is an asset.

VIII. Children associated with armed forces and groups (CAAFAG) including terrorist or violent extremist groups

- A minimum of 5 years of relevant professional experience related to children associated with armed forces and armed groups.
- Excellent knowledge of international legal frameworks and principles (e.g. The Paris Principles) and operational tools to prevent recruitment, and manage release, family reunification and socio-economic reintegration of children and women.
- Experience of advocating with security forces, military personnel and/or armed groups, including at the senior level, for prevention of recruitment and demobilization.
- Experience of designing or implementing reintegration programmes for children associated with armed groups/ forces.
- Experience in designing, implementing or managing transit centres for CAAFAG is an asset.

- Experience of implementing support/ reintegration programmes for girls and women associated with armed groups/ forces and survivors of conflict related sexual violence is an asset.
- Experience of working on justice and children associated with armed groups is an asset.
- Experience of working on prevention of violent extremism and/or peacebuilding is an asset.
- Experience of working with community structures and/or faith-based groups and leaders on prevention and/or reintegration of children associated with armed groups is an asset.

IX. Monitoring and reporting on grave violations against children

- A minimum of 5 years of relevant professional experience at national and international levels in the field of human rights and the protection of children in situations of armed conflict.
- Excellent working knowledge of Security Council Resolutions on Children and Armed Conflict, the Monitoring and Reporting Mechanism (MRM) established by Security Council Resolution 1612, 1882, 1998 and UNICEF's tools and mandate on child protection in emergency (e.g. Monitoring and Reporting Mechanism Guidelines, etc.) and other relevant guidance (e.g. Civil-Military Guidelines & Reference for Complex Emergencies).
- Advanced technical knowledge of the MRM, including on the specific role of UNICEF within the MRM architecture.
- Experience of working on MRM at country level, including data collection, verification and reporting.
- Previous experience with the humanitarian cluster system, especially in an inter-agency coordination and leadership role is an asset.
- Strong advocacy and analytical skills (both written and oral) to compile reports, produce data analysis, and present to external stakeholders at various levels.
- Demonstrable advocacy skills to establish partnerships/ alliances to support MRM work in-country, including high level political engagement.
- Experience in designing and delivering capacity building on MRM (e.g., running workshops, seminars, trainings, presentation, mentorship sessions, creating learning materials and lessons learned reports).

X. Child justice in emergencies

- Advanced university degree (or relevant qualification) in law or human rights.
- A minimum of 5 years of relevant professional experience at national and international level in the field of justice for children.
- Demonstrable knowledge of the international framework on juvenile justice and access to justice.
- Demonstrable knowledge of the international human rights and humanitarian framework applicable to situations of conflict is an asset.
- Experience of working on developing and implementing diversion and/or alternatives to detention.
- Experience of working on standard setting for places of detention is an asset.
- Experience of working on transitional justice is an asset.
- Experience of work on justice and children associated with armed groups is an asset.
- Experience of legal analysis and legal reform is an asset.
- Experience of developing and delivering training to law enforcement, judiciary and/or detention centre personnel is an asset.
- Familiarity with issues of justice for children and access to justice services in the region is an asset.

XI. Protection from Sexual Exploitation and Abuse (PSEA) and/or child safeguarding

- Professional experience in working on protection from sexual exploitation and abuse (PSEA) and/or child safeguarding in the UN, INGO or NGO context.
- Demonstrable knowledge of UN PSEA protocols and procedures.
- Experience of designing and/or delivering training on PSEA and/or child safeguarding.
- Experience of working with UNICEF, UN agency or UNCT/HCT to develop a PSEA action plan is an asset.

- o Understanding of the UN system, humanitarian architecture, and global coordination structures (e.g. IASC) is an asset.

XII. Mine Action/ Explosive Ordnance Risk Education (EORE) and victim assistance

- o A minimum of 5 years of relevant professional experience in the areas of mine action with a focus on EORE, victim assistance and/or community safety.
- o Sound knowledge in the areas of conflict resolution, security/governance an advantage.
- o Experience in community based education and public information communications on Mine Action and EORE.
- o Experience in developing and delivering capacity building on Mine Action and EORE.

XIII. Child labour in emergencies and recovery

- o A minimum of 5 years of relevant professional experience in child labour programming and advocacy.
- o Proven knowledge of child labour issues in emergencies programming approaches including Interagency Child Labour in Emergencies Toolkit.
- o Experience of working on child labour issues during emergencies and/or early recovery periods.
- o Experience mainstreaming economic wellbeing/recovery into child protection programming with a good understanding of economic recovery standards for child protection is an asset.
- o Familiarity with social protection and cash transfers in humanitarian settings and disaster risk reduction is an asset.

XIV. Social norms change in emergencies (child marriage and other harmful practices)

- o A minimum of 5 years of relevant professional experience in one or more of the following areas - child marriage, other harmful practices, social and behavioural change, adolescent development and gender.
- o Experience of social norms change programming and/or advocacy in emergency settings and/or early recovery.
- o Experience of successful engagement with governments and communities on social norms change.
- o Proven skills and experience in strategic communication planning for behavioural development and social mobilization.
- o Experience in participatory research is an asset.
- o Experience of developing social norms change measurement tools is an asset.

Interested candidates are requested to provide CV/P-11/profile, proposed professional fee per day in USD, some example of previous work, and contacts of 3 references by **6 November 2020**. **Candidates are requested to clearly indicate the thematic areas they are applying for.**

For every Child, you demonstrate...

UNICEF's values of Care, Respect, Integrity, Trust, Accountability (CRITA) and core competencies in Communication, Working with People, and Drive for Results.

View our competency framework at

http://www.unicef.org/about/employ/files/UNICEF_Competencies.pdf

UNICEF is committed to diversity and inclusion within its workforce, and encourages all candidates, irrespective of gender, nationality, religious and ethnic backgrounds, including persons living with disabilities, to apply to become a part of the organization.

UNICEF has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UNICEF, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. UNICEF also adheres to strict child safeguarding principles. All selected candidates will be expected to adhere to these standards and principles and will therefore undergo rigorous reference and background checks. Background checks will include the verification of academic credential(s) and employment history. Selected candidates may be required to provide additional information to conduct a background check.

Remarks:

Only shortlisted candidates will be contacted and advance to the next stage of the selection process.

Individuals engaged under a consultancy or individual contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures, and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.

UNICEF is committed to promote the protection and safeguarding of all children.