**UNICEF PACIFIC**

**PACIFIC-BASED CHILD PROTECTION CONSULTANT ROSTER**

***APPLICANTS MUST BE CURRENTLY RESIDING IN ONE OF THE FOLLOWING PACIFIC ISLAND COUNTRIES AND TERRITORIES (as citizens or non-citizens):*** Cook Islands, Fiji, Kiribati, Marshall Islands (Republic of), Micronesia (Federated States of), Nauru, Niue, Palau, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu, Vanuatu.

***Details about positions for immediate recruitment are available as Annexes to this document as follows:***

1. Child protection services, **Solomon Islands**

2. Child protection services, **Vanuatu**

3. Community-based child protection, **Kiribati**

4. Community-based child protection, **Solomon Islands**

5. Community-based child protection, **Vanuatu**

6. End Family Violence Communication campaign, **Samoa**

7. Church engagement in child protection, **Fiji**

**I. BACKGROUND**

UNICEF Pacific Multi-Country Office serves the following 14 Pacific Island Countries and Territories (PICTs): Cook Islands, Fiji, Kiribati, Marshall Islands (Republic of), Micronesia (Federated States of), Nauru, Niue, Palau, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu, Vanuatu. Under its Multi-Country Programme 2018-2022, UNICEF Pacific is seeking to increasingly protect children from all forms of violence, including neglect, abuse, exploitation, separation from parents and any other harm, through strengthening child protection systems, as defined in UNICEF global Child Protection Strategy, “*the set of laws, policies, regulations and services needed across all social sectors – especially social welfare, justice, security, health and education – to support prevention and response to protection related risks”.* Within this framework, the approach takes into account the uniqueness of Pacific Island Countries, in particular the role of families, communities and traditional and religious organisations and leaders. Child protection systems in the Pacific therefore build on positive existing practices and include both informal and formal structures.

**Protection issues facing children in the Pacific**

Children have always enjoyed a special place in Pacific families, and traditionally grew up in a supportive extended family environment. However, available data show that Pacific children now face a number of child protection risks in the home, school and community. This includes violent discipline in the form of physical and emotional abuse at home and in schools, peer bullying and fighting in schools, and sexual abuse. The Pacific also has high rates of domestic violence, which has a negative impact on children, as witnessing violence affect children emotionally, children living in violent households are at higher risk of abuse and neglect, and adolescent girls are at a higher risk of intimate partner violence. As a result of customary adoption practices and migration to urbanised areas and abroad, a significant number of children do not live with their biological parents, which, in some cases, may heighten the risk of neglect, abuse and exploitation. Child neglect is reportedly increasing as traditional support networks are eroding and extended as well as nuclear families are breaking down. Adolescents are adopting risky behaviours such as alcohol and drug abuse, inappropriate use of the internet and breaking the law. In some countries, child labour and commercial sexual exploitation are also an issue, as well as child marriage.

**Existing responses to child protection issues**

Data on the prevalence of child protection issues and reported cases is limited. Several countries do not have adequate child protection legislation or policies. Several countries do not have a designated mandated statutory child protection authority, and have inadequate adoption/alternative care and child justice legislation. Child protection prevention and response interventions are not included in national plans and budgets so that child protection systems, where they exist, are under-resourced. Social welfare services, which are normally mandated as the statutory child protection authority, are weak or non-existent in several countries. In the few countries which do have social welfare services, the number of social workers is insufficient and most do not have related academic background or professional experience. In most countries, guidelines for case management and referral and standards for services are non-existent. Most of the justice, police, health and education sectors do not have adequate child protection policies, guidelines, procedures or protocols, and their personnel has received limited or no training with regard to their role in child protection. Response services provide emergency care rather than comprehensive case management, and prevention and early intervention services are even fewer. Coordination among the five key sectors, which should be led by the social welfare sector, is generally weak, both at strategic and operational level.

**Programme description**

Child Protection Systems are at various stages of development across the 14 PICTs. Although the countries do share common features, they also vary in terms of number of population, geography, culture, language, social organization and resources/income. UNICEF Pacific has therefore developed a regional technical framework adapted to the unique context of Pacific Island Countries, with the flexibility for adaptation to each country. The Child Protection Programme comprises 3 Components: (i) Establishing the legal, policy and coordination framework for child protection; (ii) Strengthening the capacity of services in the 5 key sectors, social welfare as child protection statutory authority and lead of the multi-sector child protection system, justice, police, health and education, to prevent and respond to child protection concerns; and (iii) Promoting social and behaviour change for child protection.

**Purpose of the roster**

The purpose of the roster is to identify qualified professionals to provide technical assistance to strengthen the capacity of Pacific Island Countries to prevent and respond to child protection concerns in any of the following areas: child protection policies; child protection social services; child protection in education; child protection in health; child protection social and behaviour change (including engagement with communities, faiths, social and other media, adolescents); child protection in emergencies; child protection legislation; birth registration; child justice; social welfare; mental health and psychosocial support.

In view of current travel restrictions due to border closures as a result of the COVID-19 pandemic, the roster is being established to identify qualified professionals currently residing in the Pacific Island Countries and Territories covered by the programme, both citizens and foreign residents.

**II. SUMMARY OF TASKS**

**Area #1.1 - Child protection policy development/over-arching/multi-sector**

Provide technical assistance to governments to:

(i) conduct mapping and assessment of child protection issues and existing child protection system

(ii) establish a child protection multi-sector multi-stakeholder national strategic coordination mechanism with terms of reference and orientation of members

(iii) elaborate overarching national child protection policy, including child protection system design and social welfare system design and human resource plan

(iv) elaborate costed multi-year multi-sector multi-stakeholder plan of action to implement the child protection policy

(v) develop child protection inter-agency guidelines and referral pathways and establish child protection multi-sector multi-stakeholder sub-national/local operational coordination mechanisms.

(vi) integrate child protection in annual government plans and budgets in the 5 key sectors, as well as in multi-annual government overall development and sectoral plans/policies/ budgets.

**Area #1.2 – Child protection policy development/child welfare**

Provide technical assistance to governments to:

(i) develop comprehensive alternative care policies, procedures and forms

(ii) develop standards for child protection service providers, including alternative care, counselling, etc.

(iii) develop procedures for registration and accreditation of child protection service providers

(iv) develop mandate, organisational structure and job descriptions for child protection services

(v) develop annual and multi-annual plans and budgets for child protection services

**Area #2.1 - Child protection in social welfare/Capacity building**

Develop and implement an institutional and human resource capacity building package to strengthen the capacity of the social welfare sector to deliver child protection services, including:

(i) regulatory framework: child protection case management guidelines/procedures, including for alternative care

(ii) management framework: guidelines and tools for supportive supervision, performance evaluation, service quality monitoring, case record information management, planning and reporting

(iii) competency framework for personnel

(iv) training packages: competency frameworks; skills-based training modules, including materials and manuals for government social workers, government social welfare services managers-supervisors, and community child protection focal points

(v) delivery of training of social workers, training of social welfare services managers-supervisors and training of trainers of community child protection focal points

**Area #2.2 Child protection in social welfare/Long-term technical assistance in one country**

Based within the social welfare ministry, for a minimum of one year, preferably two or three, provide technical assistance to Child Protection Services in the following areas:

*Social welfare as child protection statutory authority*:

(i) Planning, budgeting and reporting

(ii) Development and/or implementation of regulatory framework: child protection case management procedures and standards for service provision, including for alternative care

(iii) Development and/or implementation of service monitoring, personnel supervision and case record information system

(iv) Development and/or implementation of training and coaching activities for social work with children in need of care and protection, with social workers, social welfare services managers-supervisors, and community child protection focal points

(v) Development and/or implementation of prevention activities in particular for behaviour change at community level and through communication campaigns

*Social welfare as lead of child protection system:*

(i) Support to work of regional/multi-country consultant on child protection legislation and policy

(ii) Multi-sector multi-stakeholder child protection coordination at national and local level

(iii) Orientation of stakeholders in other sectors on child protection and their role in the system

(iv) Multi-sector advocacy & communication activities related to child protection

(v) Provision of technical inputs on child protection to relevant policies or procedures developed by other sectors

***Positions for immediate recruitment: Solomon Islands, Vanuatu. Detailed TOR Annexes 1 & 2.***

**Area # 3.1 - Child protection in education/Policy development**

Provide technical assistance to ministries of education to:

(i) develop a comprehensive child protection in education policy, including child protection in and through schools, in particular, child safeguarding, code of conduct for teachers, positive discipline, prevention of all forms of violence in schools, including violent discipline and peer bullying and fighting, reporting/ referral mechanisms, detection of child protection cases, etc.

(ii) develop a costed multi-year implementation plan for the policy

(iii) prepare inputs for annual government education plan and budget to ensure that resources are allocated for the implementation of the policy

(iv) integrate child protection in education in multi-year National Development Plans or Strategies, and/or Education Sectoral Policies/Strategies/Plans/Budgets

**Area #3.2 - Child protection in education/Implementation**

Develop and implement an institutional and human resource capacity building package to strengthen the capacity of the education sector in child protection:

(i) develop indicators and guidelines to monitor the implementation of the child protection in school policy, to be incorporated in existing guidelines and forms of the education system such as the Education Management Information System (EMIS), supportive supervision, performance evaluation of teachers, school standards and quality monitoring, teacher and other personnel job descriptions, etc.

(ii) develop or provide inputs to training modules for teachers to implement the policy, for example on positive discipline and behaviour management, promotion of non-violent relationships among students, detecting, reporting and referral of child abuse, neglect or exploitation, etc.

(iii) develop lesson plans and materials to be used by teachers with students of different age groups, for example to promote non-violence in schools, age-appropriate self-protection skills, etc.

(iv) develop or provide inputs to orientation modules for various audiences (school administrators, parents’ associations, school boards, child protection school focal points, etc.) to implement the policy

(v) develop school-based activities, for example complaint/reporting/referral mechanisms; anti-bullying programmes; child protection-related activities for school-based youth, sports or arts clubs

(vi) for all the above, train a team of master trainers

**Area #4.1 - Child protection in health/General**

Develop and implement an institutional and human resource capacity building package to strengthen the capacity of the health sector in child protection:

(i) include the role of the health sector in child protection prevention and response in national health policy, plan and budget

(ii) develop indicators and guidelines to monitor the implementation of health child protection policy, to be incorporated in existing guidelines and forms of the health system such as the Health Management Information System (HMIS), supportive supervision, performance evaluation of health workers, health services standards and quality monitoring, job descriptions of health workers, etc.

(iii) develop or provide inputs to pre-service and in-service training packages for health workers on detecting, reporting and referral of child abuse and neglect, parental guidance on positive discipline, children’s emotional needs throughout the life cycle, etc.

(iv) conduct initial trainings and train a team of master trainers.

**Area #4.2. - Child protection in health/Medical treatment**

(i) develop a protocol for diagnosis and treatment of child physical and sexual abuse

(ii) develop a training package for medical personnel on diagnosis and treatment of child physical and sexual abuse, and completion of medical reports for courts

(iii) conduct initial trainings and train a team of master trainers

(iv) develop management tools, guidelines and forms to monitor the implementation of the protocol, learnings from the training and quality of the reports.

**Area #5.1 - Social and behaviour change/Community-based child protection**

With the objective that caregivers will acquire knowledge and skills to adopt behaviours which support holistic child development from 0 to 17, protect children from all forms of abuse, neglect and exploitation, and promote gender equality and violence-free relationships in the family, community and school:

(i) review existing programme activities

(ii) develop revised implementation strategy, multi-year plan and budget

(iii) develop/revise learning materials for caregivers (posters, pamphlets, leaflets, etc.)

(iv) develop/revise facilitating materials for community facilitators (visuals with guidelines to facilitate learning and dialogue with communities led by community facilitators)

(v) develop/revise training packages to train community facilitators, trainers, managers-supervisors

(vi) develop/revise management tools (pre/post KAP survey, supervision guidelines, reporting templates.)

(vii) conduct initial trainings and train a team of master trainers

***Positions for immediate recruitment: Kiribati, Solomon Isl., Vanuatu. Detailed TOR Annexes 3, 4, 5.***

**Area #5.2 - Social and behaviour change/Communication**

Working closely with the lead ministry for child protection and the national multi-stakeholder multi-sector child protection coordination mechanism, provide technical assistance to develop and implement long-term sustained multi-channel communication campaigns to promote social and behaviour change in the area of child protection. Main areas of focus: promotion of positive discipline, non-violent relationships within the family, community and at school, gender equality, cyber-safety. Channels: multi-media, including TV, radio and social media; civil society, youth, women, men, traditional, religious, sports-based, faith-based organisations, etc.; opinion leaders; decision-makers.

(i) develop a multi-channel communication plan with expected results

(ii) develop messaging and materials for the various audiences

(iii) develop methodology and tools to measure the impact of the communication interventions

(iv) support and monitor implementation

***Position for immediate recruitment: Samoa. Detailed TOR Annex 6.***

**Area #5.3 – Social and behaviour change/Social media**

Provide technical assistance to lead ministry to:

(i) develop a multi-stakeholder multi-sector Child Online Protection policy, strategy or plan

(ii) develop partnerships with internet service providers, civil society organisations and social media platforms to protect children online and to disseminate messages aiming at changing behaviours that are harmful to children

(iii) develop materials to protect children online for children, adolescents, parents/caregivers, teachers, community actors, etc. to be used through a wide range of channels

(iv) develop targeted outreach/social movement materials for dissemination through social media

(v) develop training modules and deliver training, including training of trainers

(vi) develop monitoring mechanisms and tools

**Area #5.4 - Adolescent Engagement**

With the objective that adolescents will acquire knowledge and skills to be empowered to abandon risky behaviours such as substance abuse, inappropriate use of the internet, unequal gender relationships, violence, law breaking, suicide attempts, unwanted teen pregnancies, etc., provide technical assistance to implementing partners to:

(i) develop a strategy and implementation plan

(ii) develop IEC materials to reach adolescents

(iii) develop training modules

(iv) develop monitoring tools

(v) train team of trainers-supervisors and programme managers

**Area #5.5 - Social and behaviour change/Faith-based child protection**

Working closely with the Church, (a) develop child safeguarding policies; (b) develop learning, facilitating, training and management materials to include child holistic development and protection from 0 to 17 in existing Church activities, grounded in religious scriptures, for the following audiences, and train teams of trainers-managers-supervisors:

(i) priests/pastors studying in theological schools

(ii) women’s groups

(iii) men’s groups

(iv) Youth groups

(v) Sunday school: 3 age groups (6-10; 11-14; 15-17)

***Position for immediate recruitment:*** ***Fiji. Detailed TOR Annex 7.***

**Area #6 - Child Protection in Emergencies (CPiE)**

Provide technical assistance to develop and implement a strategy to build the capacity of countries to be prepared to respond to natural disasters in the area of child protection.

(i) Develop a CPiE preparedness strategy for child protection stakeholder and for mainstreaming in overall and sectoral emergency preparedness strategies/plans

(ii) Develop a training package for a national team of trainers-managers-supervisors (from social welfare and youth ministries, and key NGO service providers who are members of the national Child Protection Working Group (CPWG) and should become the Child Protection Sub-Cluster in case of emergency), including: knowledge on CPiE minimum standards and interventions; skills for preparedness: CPiE planning and budgeting, including integration of child protection in overall and sectoral emergency preparedness plans; skills for response: CPiE rapid assessment, planning and monitoring, including CP mainstreaming in other sectors; skills to conduct orientation on CPiE for stakeholders in other sectors

(iii) Develop a training package for frontline workers who will conduct CPiE response activities, so they can be deployed in case of emergencies; in particular so that they are able to set up child-friendly spaces, use the recreational kits, provide psychological first aid, detect/refer cases requiring mental health services, conduct awareness-raising, set up child protection community-based mechanism for prevention and response, and referral system (if existing mechanisms cannot function due to the emergency).

(iv) As needed/relevant, develop a training package for sub-national CPWG members so they can support preparedness and response at local level

(v) For all three levels, conduct initial trainings and train a team of trainers who will be able to deliver the trainings again on their own

(vi) Develop management tools, in particular for response monitoring and reporting, and include their use in above-mentioned trainings.

**Area #7 - Child protection legislation**

Provide technical assistance to governments, especially in North Pacific countries (with US legal system), to develop:

(i) overarching comprehensive child protection legislation designating the child protection statutory authority, defining the respective roles of the various government and non-government sectors in child protection prevention, early intervention and response, and outlining processes for reporting, care and referral of child protection cases, and standards for services.

(ii) adoption legislation

(iii) child justice legislation

(iv) any other parts of legislation relevant to child protection, e.g. in relation to labour, trafficking, sexual exploitation, etc.

**Area #8 - Child Justice**

Including children victims, witnesses and offenders.

Provide technical assistance to governments, especially in North Pacific countries (US legal system) to:

(i) conduct assessments of existing child justice systems, strengths and weaknesses, including legislation, police and court procedures and environment/setting, training of police, judges/magistrates, prosecutors, lawyers, detention/rehabilitation workers, training systems/institutions, practices with handling of children, existing services and programmes, data collection systems, etc.

(ii) develop action plan to address gaps identified during the assessment

(iii) develop or revise child justice legislation

(iv) develop or revise police and court procedures

(v) develop criteria and checklists/tools for child-friendly police and court facilities

(vi) develop training modules (basic for pre-service; specialized for in-service)

(vii) develop management tools for supervision and monitoring

(viii) train master trainers

(ix) develop juvenile delinquency prevention, diversion, rehabilitation and reintegration programmes and services for children in conflict with the law, including training, supervision and monitoring tools

**Area #9 - Adolescent drug abuse prevention and rehabilitation**

Provide technical assistance to governments to:

(i) conduct an assessment of the situation of children affected by drug/substance use and the availability and quality of treatment, rehabilitation, and other supportive services.

(ii) develop action plan to address gaps identified

(iii) support implementation of the action plan in specific areas, including legal/policy reform, and capacity building.

(iv) develop/strengthen services and programmes for adolescent drug/substance abuse prevention and rehabilitation

(v) develop guidelines, training modules and supervision and monitoring tools

(vi) train/mentor service providers

**Area #10 - Birth registration**

Provide technical assistance to governments to:

(i) conduct bottleneck analysis of birth registration coverage

(ii) develop a plan of action to address the specific bottlenecks to universal birth registration

(iii) support the implementation of the plan of action in specific areas, e.g. strengthening of inter-sectoral collaboration (e.g. with health, education, church, etc.), legal reform, revision of procedures, revision of training modules, development of monitoring and supervision system and tools, strengthening of birth registration data recording, processing, analysis and reporting, development of public information/ awareness materials, etc.

(iv) establish a mechanism to monitor implementation of the action plan

**Area #11 – Social welfare**

Provide technical assistance to the responsible ministry to develop its social welfare mandate, organizational structure and job descriptions (including all vulnerable groups: children in need of care and protection; elderly; disability; unemployment/lack of livelihood; possibly gender-based violence; etc.)

**Area #12 – Mental health and psychosocial support (MHPSS)**

Provide technical assistance to governments to:

(i) adapt to the Pacific region existing information, education and communication materials aiming at assisting children and caregivers to cope with psychosocial distress, in particular resulting from the impact of the pandemic, to be disseminated through various media and used by frontline workers and community actors

(ii) integrate existing materials on prevention of family violence, child online protection, identification and reporting of abuse, and where to seek help and to report abuse, in above IEC package

(iii) support country-level contextualisation of the materials and dissemination strategic planning

(iv) develop orientation modules and conduct training of trainers of frontline workers and community actors on above topics

(v) develop training modules, conduct training of trainers and direct training on basic counselling and psychological first aid for social workers working with children and parents/caregivers.

**III. REQUIREMENTS/QUALIFICATIONS**

**Qualifications applicable to all consultancies**

***Professional experience***

-Minimum 5 to 8 years of experience in the relevant area of expertise

-Previous experience providing technical assistance to governments

-Previous professional experience in Pacific Island Countries or with PICT communities living abroad an asset

***Competencies/Skills***

-Facilitation/training skills

-Communication skills, speaking and writing; in particular, ability to communicate technical concepts, knowledge and skills in a clear, simple and jargon-free language; ability to present information in a well-structured, logical manner

-Analytical skills and ability to formulate strategies and concepts

-Inter-personal skills: relating with people, teamwork, networking

-Adaptability, flexibility, cultural sensitivity, tact, diplomacy, patience, respectful attitude

***Languages***

-Spoken and written English

-Proficiency in Pacific language(s) an asset for some positions, required for others

**Qualifications specific to the area of expertise**

***Area #1***

-Advanced university degree in social work, law or relevant social sciences

***Area #2***

-Advanced university degree in social work (Bachelor’s or Master’s)

-In addition, Master’s in management of social welfare services an asset

-Experience working with government child protection statutory authority/services essential

**Area #3**

-Advanced university degree in education

**Area #4**

-#4.1 Advanced university degree in public health

-#4.2 Advanced medical degree

**Area #5**

-Advanced university degree in the social sciences, in particular behavioural sciences, psychology, anthropology, sociology, communication

**Area #6**

-Advanced university degree in social work or psychology

-Experience working in emergencies in the area of child protection

**Area #7**

-Advanced university degree in law

-Knowledge/experience of US legal system an asset

**Area #8**

-Advanced university degree in law

-Knowledge/experience of US legal system an asset

-Police and magistrate or prosecutor experience an asset

**Area #9**

-Advanced university degree in public health, social work or relevant social sciences

-Experience working in the area of adolescent drug/substance abuse prevention and rehabilitation

**Area #10**

-Advanced university degree in relevant social sciences, in particular statistics

**Area #11**

-Advanced university degree in relevant social sciences

**Area #12**

-Advanced university degree in psychology, public health, mental health, social work or other relevant social sciences

**IV. RECRUITMENT AND CONTRACTING PROCESS**

**IV.1 How to apply**

Each applicant is to submit:

***Cover letter***

Indicating:

-Position(s) and/or Area(s) # the applicant wishes to be considered for

-Suitability for the selected position(s)/area(s) of work highlighting relevant experience only

-Overall tentative availability for the period from 2020 to 2022

-Consecutive and cumulative number of working days the applicant is available in 2020

-Proposed daily or monthly professional fees

-Proposed daily subsistence allowance for accommodation, food and miscellaneous expenses during domestic travel outside the country’s capital

-Contact details of 3 most recent supervisors as references.

***CV***

-Maximum 4 pages including: 1) Post-secondary school degrees; 2) Employment history starting with most recent: start/end dates, job title, employer, location, summary of responsibilities.

The online application includes completion of a detailed profile, so the CV should be a brief summary.

**IV.2 Recruitment process**

***Immediate positions***

-Only candidates short-listed for an interview will be contacted.

***Roster***

-All applicants meeting the minimum requirements for at least one of the areas of work listed in the TOR, will be included in the roster from 2020 to 2022.

-Only applicants who are included in the roster will receive detailed Terms of Reference (TORs) for consultancies in their areas of expertise, as they are developed, based on programme needs.

-Applicants who receive the detailed TORs will have to confirm their interest and availability preferably within one week, and at the latest within two weeks.

-Applicants who confirm their interest and availability will be interviewed, and may be requested to share samples of relevant work.

-All interviewed applicants will be informed of the outcome within two to three weeks following the interview.

**IV.3 Contract conditions**

***Duty station***

-Country where the work is to take place/the applicant resides.

***Duration***

-The duration of the contract may vary from 1 to 11 months, depending on the consultancy.

***Professional fees***

-Fees will be negotiated based on the financial proposal submitted by the applicant and the level of expertise required for the consultancy.

***Payment schedule***

-Payments will be made upon submission of deliverables, including a progress report, as well as draft and final products.

-The schedule of payments will depend on the duration and type of work of the consultancy.

***Official travel***

-UNICEF will cover all expenses for travel within the country outside the capital, including air tickets, transfers to terminals, ship fares or boat or vehicle rental as required, and subsistence allowance for food, accommodation and miscellaneous expenses.

-Air tickets, transfers to terminals, ship fares or boat or vehicle rental will be reimbursed upon submission of receipts.

-Subsistence allowance for food, accommodation and miscellaneous expenses will be paid at the rate negotiated on the basis of the financial proposal.

***Workplace and equipment***

-Depending on the assignment, consultants will be based within government offices on a full-time basis, or part-time in government offices and part-time home or in UNICEF Office.

-In countries where UNICEF has a presence (Fiji, Kiribati, FSM, Samoa, Solomon Islands and Vanuatu), Consultants may be provided a workstation in open space and access to Internet and office equipment such as printer, scanner and photocopier, on a part-time or full-time basis.

-Consultants are expected to use their own laptop computer and mobile smartphone.

***Supervision***

-The Chief of the Child Protection Section based in Suva, will provide overall supervision and guidance.

-The Child Protection Specialist based in Suva responsible for the technical area or the country of assignment for the consultancy, will provide detailed technical supervision, guidance and oversight.

-In countries with UNICEF Field Offices, consultants will work closely with UNICEF Child Protection Officers under the supervision of Chiefs of Field Offices.

**UNICEF PACIFIC – CHILD PROTECTION ROSTER**

**ANNEX 1 - POSITION FOR IMMEDIATE RECRUITMENT: SOLOMON ISLANDS**

**Consultant**

**Child Protection Services**

**Duration: 11 months**

**TERMS OF REFERENCE**

**1. BACKGROUND**

Under the 2018-2022 Child Protection Programme, UNICEF Pacific is providing technical and financial assistance to strengthen the child protection system in the Solomon Islands. The Solomon Islands passed the Child and Family Welfare Act in 2017, and in 2018, revised the Child and Family Welfare Policy and started developing its costed implementation plan. Child Protection Inter-Agency Guidelines/Referral Pathway were also developed in 2018, as well as Terms of Reference for the national Child Protection Working Group. Provincial Child Protection Working Groups are gradually being established and service providers oriented on the referral pathway.

Child protection services are under the Social Welfare Division (SWD) of the Ministry of Health and Medical Services (MHMS). The social welfare workforce includes a total of 17 officers, 6 at national level and 11 at provincial level, with 2 more provincial positions to be filled by the end of 2020 and 2 more in 2021. In 2019-2020, all officers participated in a training course on social work with children in need of care and protection and their families, focusing on child protection case management, consisting of five one-week sessions conducted over a period of 6 months by an international child protection specialist. From February to May 2020, SWD benefited from on-the-job training provided by an international child protection specialist, who helped develop child protection case management procedures and forms. A Pacific regional standard capacity building package for managers-supervisors is also being developed, including related tools, which will be made available to the Consultant taking up this position to contextualise to the Solomon Islands and use as a basis for coaching.

**2. PURPOSE OF THE ASSIGNMENT**

To provide technical assistance to the Social Welfare Division of the Ministry of Health and Medical Services to fulfill its functions as child protection mandated statutory authority, and lead of the multi-sector multi-actor child protection system.

**3. SCOPE OF THE ASSIGNMENT**

The Consultant, a social work specialist with experience working with children in need of care and protection and their families, will continue to build the capacity of SWD to implement the newly-adopted legal, policy and coordination framework, apply the learnings from the case management training, and strengthen supervision, management and monitoring systems and contextualise related tools, as well as to strengthen these particular skills with personnel in management and supervision positions.

Activities to be implemented with support from the Consultant are part of the Government-UNICEF joint work plan and will therefore be funded by UNICEF through quarterly cash advances to Governments as per UNICEF policies, rules and regulations.

The Consultant will also assist SWD to address the impact of COVID-19 on child protection concerns, in particular heightened levels of stress leading to an increase in violence against children and women, mostly through already planned interventions.

The Consultant will be under the supervision of the Child Protection Specialist based in the UNICEF Pacific Multi-Country Office in Suva and will work closely with the Child Protection Officer based in the UNICEF Field Office in Honiara, under the supervision of UNICEF Chief of Field Office.

**4. WORK ASSIGNMENT/TASKS**

***A. SOCIAL WELFARE SECTOR***

**1. Training of personnel, in particular on response service provision**

If needed, provide technical assistance to SWD to revise:

-Organisational structure at national and sub-national level

-Job descriptions for social welfare officers at national and sub-national level

Provide on-the-job training/coaching/mentoring and/or facilitate training workshops for:

-National level team on management skills including supervision, monitoring, planning/ budgeting, etc.

-Sub-national level frontline social workers on child protection case management, referral with other sector service providers, outreach with communities, etc.; and their management functions: planning, budgeting, reporting, case record system

-Community leaders identified as child protection focal points on their role in prevention and response

**2. Monitoring of response provision**

Provide technical assistance to SWD to:

-Adapt, develop or revise systems, guidelines and tools/templates for supportive supervision, individual performance evaluation, service quality monitoring, regular review/planning meetings of national team with local staff, reporting from local to national level, case record information management system, etc.

-Implement these systems, processes and tools, through accompaniment/training mentioned above

**3. Development of the regulatory framework for response service provision**

Provide technical assistance to SWD to:

-Finalise child protection case management guidelines/procedures and forms

-Develop standards for child protection services

**4. Planning, budgeting and reporting**

Provide technical assistance to SWD to:

-Ensure child protection is included in the national development plan when it is next revised

-Ensure child protection is included in national social welfare sectoral plans and policies

-Prepare social welfare annual plan and budget and advocate for resource allocation for child protection

-Prepare documentation and advocate for allocation of additional human resources

-Prepare mid-year and annual reports

-Prepare cash requests and liquidations, including financial and technical reports

**5. Prevention**

Provide technical assistance to SWD to:

-Coordinate with the Ministry of Women, Youth, Children and Family Affairs (MYCFA) which is developing and implementing behaviour change activities, in particular a community-based child protection programme

-Oversee the development and coordination of other behaviour change activities such as sustained multi-channel communication campaigns

-Coordinate with agencies implementing interventions through the Church and through social media.

***B. MULTI-SECTOR MULTI-ACTOR CHILD PROTECTION SYSTEM***

Provide technical assistance to the ministry responsible for social welfare to carry out its following functions as ***lead of the multi-sector multi-actor child protection system***:

**1. Legislation and policy**

Together with UNICEF Pacific International Child Protection Legislation and Policy Consultants, support the ministry to:

Finalise and ensure endorsement and internalization by stakeholders of the following documents:

-Child Protection Policy, which outlines the child protection system design

-Multi-sector costed national Child Protection Plan to implement the Policy; ensure that each sector complete its part of the plan, including activities and budget

-Terms of reference of the national child protection working group

-Child protection inter-agency guidelines and referral pathway

**2. Coordination**

-Lead the national multi-sector multi-stakeholder child protection working group to coordinate the finalisation, implementation and monitoring of a costed multi-year multi-sector child protection plan

-Engage with each of the other four sectors in the development of their costed child protection plan and integration in their annual sectoral budgets

-Engage with each of the four sectors and the ministry responsible for planning and finance to integrate child protection in national development and sectoral plans when they are being developed or revised

-Engage with national statistics institution to ensure global child protection survey modules are included in national household surveys (Multi-Indicator Cluster Survey – MICS) and disseminate the results.

**3. Orientation**

-Orient national child protection working group members on child protection and role of working group

-Orient frontline service providers on child protection inter-agency guidelines and referral pathways

-Orient national End Violence Against Women (EVAW) Task Forces on child protection

-Orient local EVAW frontline service providers on child protection

**4. Advocacy and communication**

-Develop and implement coordinated and sustained multi-sector multi-actor communication campaigns

-Develop and implement coordinated advocacy activities (e.g. for the passing of child protection-related legislation or resource allocation)

**5. Technical inputs for other sectors**

-Provide inputs on child protection to procedures/protocols/policies developed by other sectors (health, education, judiciary, police) and GBV multi-sector and sectoral protocols

-Develop and deliver a session on child protection in the course of orientation or training of these sectors

-Participate in EVAW/GBV Task Force meetings

-Support the work of the Protection Committee for emergency preparedness and response, in the area of child protection

**5. DELIVERABLES/TIMELINE**

-Deliverables: Monthly progress reports with technical documents produced during the reporting month.

-Duration: 11 months

**6. QUALIFICATIONS**

**Education**

-Bachelor’s in Social Work and Master’s in Social Welfare Services Management, or BA/MA in Social Sciences and extensive experience in relevant areas.

**Experience**

-Minimum between 5 and 8 years of relevant experience, i.e. direct social work with children in need of care and protection and their families and communities; management of social services, including child protection services; drafting of standards/procedures for child protection services; training of social workers and social welfare managers on child protection social work practice and management; technical assistance to and/or coaching of social workers/social welfare officers in child protection.

-Above-mentioned experience working with government statutory child protection services/government child, family and community social services including child protection essential.

-Experience working with social welfare system emphasizing working with families and communities.

-Experience working in Pacific Island Countries and Territories (PICT), or with PICT communities living abroad an asset.

**Skills/Competencies**

-Demonstrated facilitation/training skills

-Ability to persuade, influence, negotiate, advocate

-Inter-personal skills, relating with people, team work, networking

-Adaptability, flexibility, cultural sensitivity, tact, diplomacy, patience, respectful attitude

-Communication skills, in particular, ability to communicate technical concepts, knowledge and skills in a clear, simple and jargon-free language; ability to present information in a well-structured, logical manner

**Languages**

-Spoken and written English

-Proficiency in Solomon Islands pidgin and local languages an asset

**UNICEF PACIFIC – CHILD PROTECTION ROSTER**

**ANNEX 2 - POSITION FOR IMMEDIATE RECRUITMENT: VANUATU**

**Consultant**

**Child Protection Services**

**Duration: 11 months**

**TERMS OF REFERENCE**

**1. BACKGROUND**

Under the 2018-2022 Child Protection Programme, UNICEF Pacific is providing technical and financial assistance to strengthen the child protection system in Vanuatu. Vanuatu drafted a National Child Protection Policy and ten-year Implementation Plan in 2016, revised it in 2018, and initiated the drafting process for a Child Protection Bill in 2019. Consultations on the Child Protection Bill are taking place in 2020, with a view to submitting the Bill to Parliament in 2021. A multi-sector and multi-stakeholder National Child Protection Working Group was established with terms of reference in 2016 and Provincial Child Protection Working Groups have been established in two of the six provinces.

Child protection services are under the Child Desk of the Ministry of Justice and Community Services (MJCS), and include 14 positions, two at national level (Coordinator and Deputy Coordinator) and two in each of the six provinces. However, the national Coordinator position was vacant for more than one year and has been filled since February 2020. For more than one year, only two provincial positions were filled, four more were filled in May 2020 and four additional ones will be filled in September 2020, as well as the Deputy Coordinator position, bringing the total workforce to 12. Between September 2020 and March 2021, all 12 personnel will participate in a training course on social work with children in need of care and protection and their families, focusing on child protection case management conducted remotely over a period of 6 months by an international child protection specialist. A Pacific regional standard capacity building package for social workers, including child protection case management and forms, and a capacity-building package for managers-supervisors, including related tools, are being developed and will be made available to the Consultant taking up this position to contextualise to Vanuatu and use as a basis for coaching and on-the job training.

**2. PURPOSE OF THE ASSIGNMENT**

To provide technical assistance to the Child Desk of the Ministry of Justice and Community Services to fulfill its functions as child protection mandated statutory authority, and lead of the multi-sector multi-actor child protection system.

**3. SCOPE OF THE ASSIGNMENT**

The Consultant, a social work specialist with experience working with children in need of care and protection and their families, will build the capacity of the Child Desk to implement the newly-adopted legal, policy and coordination framework, apply the learnings from the case management training, and strengthen supervision, management and monitoring systems and contextualise related tools, as well as to strengthen these particular skills with personnel in management and supervision positions.

Activities to be implemented with support from the Consultant are part of the Government-UNICEF joint work plan and will therefore be funded by UNICEF through quarterly cash advances to Governments as per UNICEF policies, rules and regulations.

The Consultant will also assist the Child Desk to address the impact of COVID-19 on child protection concerns, in particular heightened levels of stress leading to an increase in violence against children and women, mostly through already planned interventions.

The Consultant will be under the supervision of the Child Protection Specialist based in the UNICEF Pacific Multi-Country Office in Suva and will work closely with the Child Protection Officer based in the UNICEF Field Office in Port-Vila, under the supervision of UNICEF Chief of Field Office.

**4. WORK ASSIGNMENT/TASKS**

***A. SOCIAL WELFARE SECTOR***

**1. Training of personnel, in particular on response service provision**

If needed, provide technical assistance to the Child Desk to revise:

-Organisational structure at national and sub-national level

-Job descriptions for social welfare officers at national and sub-national level

Provide on-the-job training/coaching/mentoring and/or facilitate training workshops for:

-National level team on management skills including supervision, monitoring, planning/ budgeting, etc.

-Sub-national level frontline social workers on child protection case management, referral with other sector service providers, outreach with communities, etc.; and their management functions: planning, budgeting, reporting, case record system

-Community leaders identified as child protection focal points on their role in prevention and response

**2. Monitoring of response provision**

Provide technical assistance to the Child Desk to:

-Adapt, develop or revise systems, guidelines and tools/templates for supportive supervision, individual performance evaluation, service quality monitoring, regular review/planning meetings of national team with local staff, reporting from local to national level, case record information management system, etc.

-Implement these systems, processes and tools, through accompaniment/training mentioned above

**3. Development of the regulatory framework for response service provision**

Provide technical assistance to the Child Desk to:

-Finalise child protection case management guidelines/procedures and forms

-Develop standards for child protection services

**4. Planning, budgeting and reporting**

Provide technical assistance to the Child Desk to:

-Ensure child protection is included in the national development plan when it is next revised

-Ensure child protection is included in national social welfare sectoral plans and policies

-Prepare social welfare annual plan and budget and advocate for resource allocation for child protection

-Prepare documentation and advocate for allocation of additional human resources

-Prepare mid-year and annual reports

-Prepare cash requests and liquidations, including financial and technical reports

**5. Prevention**

Provide technical assistance to the Child Desk to:

-Coordinate with the Ministry of Youth and Sports Development (MYSD) Child Development Division (CDD) which is developing and implementing behaviour change activities, in particular a community-based child protection programme

-Oversee the development and coordination of other behaviour change activities such as sustained multi-channel communication campaigns

-Coordinate with agencies implementing interventions through social media, including child online protection.

***B. MULTI-SECTOR MULTI-ACTOR CHILD PROTECTION SYSTEM***

Provide technical assistance to the ministry responsible for social welfare to carry out its following functions as ***lead of the multi-sector multi-actor child protection system***:

**1. Legislation and policy**

Together with UNICEF Pacific International Child Protection Legislation and Policy Consultants, support the ministry to:

-Revise, finalise and ensure endorsement and internalization by stakeholders of the National Child Protection Policy and Implementation Plan, in particular ensuring that each sector complete its part of the plan, including activities and budget

- Revise, finalise and ensure endorsement and internalization by stakeholders of the Terms of reference of the national child protection working group

-Complete the drafting of the Child Protection Bill, consultations and submission to Parliament

-Develop child protection inter-agency guidelines and referral pathway

**2. Coordination**

-Lead the national multi-sector multi-stakeholder child protection working group to coordinate the finalisation, implementation and monitoring of the costed multi-year multi-sector child protection plan

-Engage with each of the other four sectors in the development of their costed child protection plan and integration in their annual sectoral budgets

-Engage with each of the four sectors and the ministry responsible for planning and finance to integrate child protection in national development and sectoral plans when they are being developed or revised

-Engage with national statistics institution to ensure global child protection survey modules are included in national household surveys (Multi-Indicator Cluster Survey – MICS) and disseminate the results.

**3. Orientation**

-Orient national child protection working group members on child protection and role of working group

-Orient frontline service providers on child protection inter-agency guidelines and referral pathways

-Orient national End Violence Against Women (EVAW) Task Forces on child protection

-Orient local EVAW frontline service providers on child protection

**4. Advocacy and communication**

-Develop and implement coordinated and sustained multi-sector multi-actor communication campaigns

-Develop and implement coordinated advocacy activities (e.g. for the passing of child protection-related legislation or resource allocation)

**5. Technical inputs for other sectors**

-Provide inputs on child protection to procedures/protocols/policies developed by other sectors (health, education, judiciary, police) and GBV multi-sector and sectoral protocols

-Develop and deliver a session on child protection in the course of orientation or training of these sectors

-Participate in EVAW/GBV Task Force meetings

-Support the work of the Child Protection Sub-cluster for emergency preparedness and response

**5. DELIVERABLES/TIMELINE**

-Deliverables: Monthly progress reports with technical documents produced during the reporting month.

-Duration: 11 months.

**6. QUALIFICATIONS**

**Education**

-Bachelor’s in Social Work and Master’s in Social Welfare Services Management, or BA/MA in Social Sciences and extensive experience in relevant areas.

**Experience**

-Minimum between 5 and 8 years of relevant experience, i.e. direct social work with children in need of care and protection and their families and communities; management of social services, including child protection services; drafting of standards/procedures for child protection services; training of social workers and social welfare managers on child protection social work practice and management; technical assistance to and/or coaching of social workers/social welfare officers in child protection.

-Above-mentioned experience working with government statutory child protection services/government child, family and community social services including child protection essential.

-Experience working with social welfare system emphasizing working with families and communities.

-Experience working in Pacific Island Countries and Territories (PICT), or with PICT communities living abroad an asset.

**Skills/Competencies**

-Demonstrated facilitation/training skills

-Ability to persuade, influence, negotiate, advocate

-Inter-personal skills, relating with people, team work, networking

-Adaptability, flexibility, cultural sensitivity, tact, diplomacy, patience, respectful attitude

-Communication skills, in particular, ability to communicate technical concepts, knowledge and skills in a clear, simple and jargon-free language; ability to present information in a well-structured, logical manner

**Languages**

-Excellent spoken and written English

-Proficiency in Bislama and local languages an asset

**UNICEF PACIFIC – CHILD PROTECTION ROSTER**

**ANNEX 3 - POSITION FOR IMMEDIATE RECRUITMENT: KIRIBATI**

**Consultant**

**Community-Based Child Protection**

**Duration: 11 months**

**TERMS OF REFERENCE**

**1. BACKGROUND**

UNICEF Pacific Child Protection Programme includes a community-based programme component focusing on prevention of violence against children and the promotion of children’s well-being through social and behavioural change, with the following specific objectives:

(i) for caregivers, families and communities:

1. to acquire knowledge about child development stages and needs from 0 to 18, and child protection issues, laws and services;
2. to engage in a dialogue leading to positive behaviour change as regards violence against children; and
3. to acquire positive parenting knowledge and skills;

(ii) to identify and train “natural helpers” in the community on child protection prevention, detection, response, reporting and referral to become the ‘eyes and ears’ of social welfare services.

The main intervention under the community-based child protection programme in Kiribati has been the development of a “Community Facilitation Package”, which consists of a manual for facilitators to conduct learning sessions in communities and some supporting communication materials. To date, the package has been used in two of the 23 islands, with a few communities for one-off sessions in the course of which child protection community committees were set up, and to orient island level multi-sector stakeholders members of Island Child Protection Networks on child protection.

In order to achieve the programme objectives with the desired quality and impact, an implementation strategy needs to be developed, along with training, facilitation, communication and management tools. An international technical advisor is working on this programme remotely, however an in-country consultant is needed to provide direct support.

**2. PURPOSE OF THE ASSIGNMENT**

To support the development of a strategy and tools for the community-based child protection programme and its initial implementation.

**3. SCOPE OF THE ASSIGNMENT**

With technical guidance provided by the international technical advisor, the Consultant will:

(a) contribute to the design and development of (i) an implementation strategy and plan, including a vision for longer-term scaling up and a comprehensive monitoring and evaluation framework; (ii) training modules for community facilitators and for managers-supervisors; (iii) community facilitation tools; (iv) IEC materials, which may include posters, banners, radio segments, social media products or others; (v) management guidelines and tools, including for planning, reporting, reviews, supervision and information management system.

(b) support the implementation of the programme by assisting government partners to (i) plan/budget, monitor and report on activities; (ii) conduct training sessions; (iii) conduct supervision visits; (iv) conduct review meetings; (v) implement the information management system.

The Consultant will be under the supervision of the Child Protection Specialist based in the UNICEF Pacific Multi-Country Office in Suva and will work closely with the Child Protection Officer based in the UNICEF Field Office in Tarawa, under the supervision of UNICEF Chief of Field Office.

**4. WORK ASSIGNMENT/TASKS**

Main work assignments, subject to discussion and agreement of workplan with government partners, are likely to include:

* Meet with key programme stakeholders including directly with communities engaged in the programme where possible, and especially with community leaders and village elders, to collect information to feed into the design and implementation of the community-based programme;
* Meet with other stakeholders to collect information for analysis of existing parallel interventions, to coordinate interventions, avoid duplication, identify synergies and opportunities for collaboration and ensure consistency of messaging, in particular with regard to early childhood development and gender-based violence prevention programmes
* Support the design of the implementation strategy, identifying strengths to build on and gaps/bottlenecks to be addressed, including monitoring framework, scope of programme and strategy / action plan for scale up;
* Support the design and development of training, management, and monitoring tools, including KAP surveys;
* Based on implementation strategy, design IEC materials in consultation with the community, which are appropriate for community-based work;
* Identify community facilitators, based on the implementation strategy;
* Deliver training on community-based child protection and community facilitation techniques;
* Support the early phase of implementation through visits to communities and observation of

implementation within selected communities (including attending review meetings) to provide

continuing support and mentoring to facilitators;

* Provide support to the lead Government agency to develop and implement an appropriate supervision structure and supervision tools;
* Provide regular updates and coordinate with UNICEF colleagues and the international technical advisor throughout the assignment.

**5. DELIVERABLES/TIMELINE**

-Deliverables: Monthly progress reports, and contribution to technical documents produced during the reporting month.

-Duration: 11 months

**6. QUALIFICATIONS**

***Education:*** Minimum Bachelor’s degree in relevant social sciences field, in particular, communication for development, behavioural sciences, anthropology, development, etc.

***Experience:*** At least 5 years of relevant experience, i.e. experience with community programmes aiming at social and behaviour change, developing IEC materials, training modules and monitoring tools, preferably in an area related to child protection.

***Skills/Competencies:*** Demonstrated facilitation skills with range of stakeholders, including adults, adolescents and children; Ability to persuade, influence, negotiate, advocate; Adaptability, flexibility, cultural sensitivity, tact, diplomacy, patience, respectful attitude; Communication skills, both speaking and writing; Ability to work with minimum supervision and in consultation with international technical advisor.

***Languages:*** Spoken and written English and i-Kiribati language.

**UNICEF PACIFIC – CHILD PROTECTION ROSTER**

**ANNEX 4 - POSITION FOR IMMEDIATE RECRUITMENT: SOLOMON ISLANDS**

**Consultant**

**Community-Based Child Protection**

**Duration: 11 months**

**TERMS OF REFERENCE**

**1. BACKGROUND**

UNICEF Pacific Child Protection Programme includes a community-based programme component focusing on prevention of violence against children and the promotion of children’s well-being through social and behavioural change, with the following specific objectives:

(i) for caregivers, families and communities:

1. to acquire knowledge about child development stages and needs from 0 to 18, and child protection issues, laws and services;
2. to engage in a dialogue leading to positive behaviour change as regards violence against children; and
3. to acquire positive parenting knowledge and skills;

(ii) to identify and train “natural helpers” in the community on child protection prevention, detection, response, reporting and referral to become the ‘eyes and ears’ of social welfare services.

The main intervention under the community-based child protection programme in the Solomon Islands has been the development of a “Community Facilitation Package”, which consists of a manual for facilitators to conduct learning sessions in communities. In 2019, the package was piloted through community dialogues facilitated by two major church partners in six communities in Guadalcanal Province, three urban and three rural, through two different approaches – five-day workshop and weekly sessions over 10 weeks. Based on lessons learnt from this experience, the manual has been revised and translated into pidgin.

In order to achieve the programme objectives with the desired quality and impact for the next phase, an implementation strategy needs to be developed, along with training, facilitation, communication and management tools. An international technical advisor is working on this programme remotely, however an in-country consultant is needed to provide direct support.

In addition, the Solomon Islands is part of a Pacific regional multi-country initiative to end violence against women and girls, in relation to two prevention programme components, (i) engagement with the Church for child safeguarding and behaviour change with regard to child protection, and (ii) engagement with social media for child online protection, and behaviour change to promote gender equality and respectful relationships among adolescents. This initiative is also supported by an international technical advisor, however this in-country consultant will also contribute to the development and implementation of these two programme components, and ensure consistency of messaging across the three interventions.

**2. PURPOSE OF THE ASSIGNMENT**

To support the development of a strategy and tools for the community-based child protection programme and its initial implementation, and to support the development and implementation of child protection behaviour change programmes with the Church and social media.

**3. SCOPE OF THE ASSIGNMENT**

With technical guidance provided by the international technical advisor, the Consultant will:

(a) contribute to the design and development of (i) implementation strategies and plans, including a vision for longer-term scaling up and a comprehensive monitoring and evaluation framework for the community-based programme; (ii) training modules for facilitators and for managers-supervisors; (iii) facilitation tools; (iv) IEC materials, which may include posters, banners, radio segments, social media products or others; (v) management guidelines and tools, including for planning, reporting, reviews, supervision and information management system.

(b) support programme implementation by assisting partners to (i) plan/budget, monitor and report on activities; (ii) conduct training sessions; (iii) conduct supervision visits; (iv) conduct review meetings; (v) implement the information management system.

The Consultant will be under the supervision of the Child Protection Specialist based in the UNICEF Pacific Multi-Country Office in Suva and will work closely with the Child Protection Officer based in the UNICEF Field Office in Honiara.

**4. WORK ASSIGNMENT/TASKS**

Main work assignments, subject to discussion and agreement of workplan with implementing partners, are likely to include:

* Meet with key programme stakeholders including directly with communities engaged in the programme where possible, and collect information to feed into design and implementation of the community-based programme;
* Meet with other stakeholders to collect information for analysis of existing parallel interventions, to coordinate interventions, avoid duplication, identify synergies and opportunities for collaboration and ensure consistency of messaging, in particular with regard to early childhood development and gender-based violence prevention programmes
* Support the design of the implementation strategy, identifying strengths to build on and gaps/bottlenecks to be addressed, including monitoring framework, scope of programme and strategy / action plan for scale up;
* Support the design and development of training, management, and monitoring tools, including KAP surveys;
* Based on implementation strategy, design IEC materials in consultation with the community, which are appropriate for community-based work;
* Identify community facilitators, based on the implementation strategy;
* Deliver training on community-based child protection and community facilitation techniques, including training of trainers (TOT) for facilitation package, facilitators, supervisors and management;
* Support the early phase of implementation through visits to communities and observation of

implementation within selected communities (including attending review meetings) to provide

continuing support and mentoring to managers, supervisors and facilitators;

* Provide support to the lead Government agency to develop and implement an appropriate supervision structure and supervision tools;
* Support engagement with partner Churches and TOT of Church leaders/activists on child protection;
* Support the identification and development of partnerships for child online protection and adolescent engagement in social norm change through social media;
* Support the adaptation of training and IEC materials to Solomon Islands context for Church and social media programmes;
* Provide regular updates and coordinate with UNICEF colleagues and the international technical advisor throughout the assignment.

**5. DELIVERABLES/TIMELINE**

-Deliverables: Monthly progress reports, and contribution to technical documents produced during the reporting month.

-Duration: 11 months

**6. QUALIFICATIONS**

***Education:*** Minimum Bachelor’s degree in a relevant social sciences field, in particular, communication for development, behavioural sciences, anthropology, development, etc.

***Experience:*** At least 5 years of relevant experience, i.e. experience with community programmes aiming at social and behaviour change, developing IEC materials, training modules and monitoring tools, preferably in an area related to child protection.

***Skills/Competencies:*** Demonstrated facilitation skills with range of stakeholders, including adults, adolescents and children; Ability to persuade, influence, negotiate, advocate; Adaptability, flexibility, cultural sensitivity, tact, diplomacy, patience, respectful attitude; Communication skills, both speaking and writing; Ability to work with minimum supervision and in consultation with international technical adviser.

***Languages:*** Spoken and written English and pidgin language.

**UNICEF PACIFIC – CHILD PROTECTION ROSTER**

**ANNEX 5 - POSITION FOR IMMEDIATE RECRUITMENT: VANUATU**

**Consultant**

**Community-Based Child Protection**

**Duration: 11 months**

**TERMS OF REFERENCE**

**1. BACKGROUND**

UNICEF Pacific Child Protection Programme includes a community-based programme component focusing on prevention of violence against children and the promotion of children’s well-being through social and behavioural change, with the following specific objectives:

(i) for caregivers, families and communities:

1. to acquire knowledge about child development stages and needs from 0 to 18, and child protection issues, laws and services;
2. to engage in a dialogue leading to positive behaviour change as regards violence against children; and
3. to acquire positive parenting knowledge and skills;

(ii) to identify and train “natural helpers” in the community on child protection prevention, detection, response, reporting and referral to become the ‘eyes and ears’ of social welfare services.

The main intervention under the community-based child protection programme in Vanuatu has been the development of a “Community Facilitation Package”, which consisted of a manual for facilitators to conduct learning sessions in communities, and some communication support materials. This package was used from 2016 to 2019 to train community leaders to conduct dialogues in a few communities, and to orient provincial stakeholders on child protection on 5 islands. Based on lessons learnt from this experience, in 2019, the manual was revised and a toolkit was developed for facilitators to conduct community dialogue. A new implementation strategy and basic monitoring and evaluation tools were developed, and both materials have been translated into Bislama.

An international technical advisor is working on this programme remotely, however an in-country consultant is needed to provide direct support to the implementation of the new strategy and monitoring and evaluation tools, as well as to the preparations for the next step, including the development of a plan to expand the programme to other communities and provinces and of training modules for new facilitators to be engaged and for managers-supervisors, and possibly the revision and/or development of additional facilitation and/or IEC materials and management tools.

In addition, Vanuatu is part of a Pacific initiative to end violence against women and girls, in relation to two prevention programme components, (i) community-based child protection (described above); and (ii) engagement with social media for child online protection, and behaviour change to promote gender equality and respectful relationships among adolescents. The social media programme is also supported by an international technical advisor, however this in-country consultant will contribute to its development and implementation, and ensure consistency of messaging across the two interventions.

**2. PURPOSE OF THE ASSIGNMENT**

To support the implementation of the community-based child protection programme and to develop an expansion plan and additional materials and tools, and to support the development and implementation of the child protection behaviour change programme with social media.

**3. SCOPE OF THE ASSIGNMENT**

With technical guidance provided by the international technical advisor, the Consultant will:

(a) support programme implementation by assisting partners to (i) plan/budget, monitor and report on activities; (ii) conduct training sessions; (iii) conduct supervision visits; (iv) conduct review meetings; (v) implement the information management system.

(b) contribute to the revision and/or development of (i) implementation strategies and plans, including for programme expansion and comprehensive monitoring and evaluation framework; (ii) training modules; (iii) facilitation tools; (iv) IEC materials, which may include posters, banners, radio segments, social media products or others; (v) management guidelines and tools, including for planning, reporting, reviews, supervision and information management system.

The Consultant will be under the supervision of the Child Protection Specialist based in the UNICEF Pacific Multi-Country Office in Suva and will work closely with the Child Protection Officer based in the UNICEF Field Office in Port-Vila.

**4. WORK ASSIGNMENT/TASKS**

Main work assignments, subject to discussion and agreement of workplan with implementing partners, are likely to include:

* Meet with key programme stakeholders, including directly with CFP Trainers and communities engaged in the programme, to understand the history and current status of the programme;
* Support implementation, identifying strengths to build on and gaps/bottlenecks to be addressed;
* Work with CFP Trainers and community facilitators to improve the effectiveness of the monitoring framework;
* Work with the lead Government agency to improve the effectiveness of supervision and management structures and tools, and train supervisors and managers where required;
* Support the planning and implementation of regular review meetings with stakeholders;
* Where required, design additional IEC materials to support community-based work, with support from communication for development (C4D) section as needed;
* Support the lead Government agency to train new CFP Trainers and Child Protection Officers in the Package.
* Support the identification and development of partnerships for child online protection and adolescent engagement in social norm change through social media;
* Support the adaptation of training and IEC materials to Vanuatu context for social media programmes;
* Provide regular updates and coordinate with UNICEF colleagues and the international technical advisor throughout the assignment.

**5. DELIVERABLES/TIMELINE**

-Deliverables: Monthly progress reports, and contribution to technical documents produced during the reporting month.

-Duration: 11 months

**6. QUALIFICATIONS**

***Education:*** Minimum Bachelor’s Degree in a relevant social sciences field, in particular, communication for development, behavioural sciences, anthropology, development, etc.

***Experience:*** At least 5 years of relevant experience, i.e. experience with community programmes aiming at social and behaviour change, developing IEC materials, training modules and monitoring tools, preferably in an area related to child protection.

***Skills/Competencies:*** Demonstrated facilitation skills with range of stakeholders, including adults, adolescents and children; Ability to persuade, influence, negotiate, advocate; Adaptability, flexibility, cultural sensitivity, tact, diplomacy, patience, respectful attitude; Excellent communication skills, both speaking and writing; Ability to work with minimum supervision and in consultation with overseas technical adviser.

***Languages:*** Excellent spoken and written English and Bislama language.

**UNICEF PACIFIC – CHILD PROTECTION ROSTER**

**ANNEX 6 - POSITION FOR IMMEDIATE RECRUITMENT: SAMOA**

**International Consultant and National Consultant**

**Ending Family Violence Communication Campaign**

**Duration: 6 months**

**TERMS OF REFERENCE**

**1. BACKGROUND**

The 2017 National Inquiry into Family Violence (NIFV) conducted by the Office of the Ombudsman under the National Human Rights Institution (NHRI) found very high levels of intimate partner violence (IPV) prevalent in Samoa. The Inquiry found compelling evidence that attitudes towards children and the treatment they experience growing up is a significant contributor to family violence. Baseline research on child protection conducted by the Government of Samoa in 2013, showed that children experience significantly high levels of violence both at home and at school. Exposure to violence in childhood, is strongly associated with future victimisation and perpetration of IPV. This indicates the need to address violence against children (VAC) along with IPV, given the linkages between the two. IPV will not be reduced if VAC is not addressed, and if attitudes and behaviour change regarding gender roles and relations are not addressed with children and adolescents.

Samoa is part of a Pacific initiative to end violence against women and girls, which, under its prevention component, includes a Communication Campaign to promote gender-equitable, child-friendly and violence-free norms, attitudes and behaviours, especially within the family. A team consisting of an international and a national consultant is needed to support the development and implementation of this campaign.

**2. PURPOSE OF THE ASSIGNMENT**

To develop and support the implementation of a public information multi-channel campaign to promote gender-equitable, child-friendly and violence-free norms, attitudes and behaviours, especially within the family.

**3. SCOPE OF THE ASSIGNMENT**

The purpose of the communications campaign is to:

(i) raise awareness and improve knowledge and understanding of the nature, causes and consequences of family violence across the whole society

(ii) promote social and behaviour change in relation to norms regarding gender and violence, among children, adolescents and adults

The Consultant will develop a comprehensive communication plan including on-going and planned communication interventions related to family violence, with a view to ensuring consistency of messaging, avoiding duplication, promoting coordination and collaboration and building on synergies. The Consultant will support the implementation of the plan, particularly the engagement with the media, and other areas not covered by other development partners.

The Consultants will ensure that, as recommended by the NIFV Report, campaign messaging will highlight and be rooted in the linkages between the values of fa’asamoa (Samoan way), faith and human rights which all condemn violence, and that traditional and religious leaders are engaged in the campaign. One of the roles of the Consultant team will be to transfer knowledge and skills and build the capacity of implementing partners so that they can continue to carry out interventions upon completion of this consultancy.

The Consultants will be under the supervision of the Child Protection Specialist based in the UNICEF Pacific Multi-Country Office in Suva and will work closely with the Child Protection Officer based in the UN Joint Presence Office in Apia.

**4. WORK ASSIGNMENT/TASKS**

The respective roles and tasks of the international and national consultants will be defined based on their respective expertise, experience and skills set.

The Consultants will provide technical assistance and build the capacity of implementing partners to:

***4.1 Develop a comprehensive communication strategy and three-year implementation plan***

Building on the findings of the NIFV Report and the “NIFV Report Awareness Rollout Communication Strategy”, and working closely with partners:

-Develop a comprehensive communication strategy to engage society into a dialogue aiming at preventing and responding to family violence, defining target groups, channels and expected results in terms of changes in knowledge, attitudes and behaviours

-Develop a detailed three-year costed plan of action, involving various implementing partners and development partners

-Develop key messages and communication products

-Develop a monitoring methodology and tools to measure results of the campaign for all various channels included in the plan

-Facilitate the collection of inputs and feedback and validation of strategy, plan, messages and monitoring methodology and tools

***5.2 Develop and implement activities with the media***

-Facilitate workshops with media professionals (radio, TV, press and social media), in the course of which they will learn about family violence and how to report about it, develop some communication products for their respective media, and develop a one-year plan of action to commit to provide coverage throughout the year

-Provide technical assistance to produce: radio and TV fiction series, documentaries, debates, call in shows, etc.; press articles on a regular basis, including Op Ed by prominent nationals, reporting of individual cases, reporting on responses to the issues provided by government and CSOs; social media materials targeting adolescents

-Promote and support the dissemination of social media materials produced under another programme component of the Pacific initiative to end violence against women and girls

***5.3 Develop and implement activities through other channels, based on the plan***

Taking other interventions into account to avoid duplication and identify synergies and opportunities for collaboration, provide technical assistance to other partners to develop and implement activities through schools, community-based organisations/programmes, sports-based organisations, faith-based organisations, performing arts organisations, private sector, etc.; engagement of individual influencers/ opinion leaders such as well-known and respected traditional and religious leaders, sports and arts celebrities.

**5. DELIVERABLES/TIMELINE**

**Duration**: 6 months

**Number of working days** for each consultant to be decided based on respective roles/tasks.

Deliverable 1: Comprehensive communication strategy, three-year costed implementation plan, monitoring and evaluation framework and tools

Deliverable 2: Key messaging and communication products

Deliverable 3: Report on workshops with media professionals and detailed plan of action with each media

Deliverable 4: Detailed plan for other channels

Deliverable 5: Final report including all dissemination conducted, communication products developed, assessment of coverage and impact as measured by M&E tools developed at the outset.

**5. QUALIFICATIONS**

***Education***

*-*Advanced degree in a relevant social sciences field, in particular, communication, behavioural sciences, etc.

***Experience***

*-*Between 5 and 8 years of relevant experience, i.e. developing, managing, monitoring and evaluating comprehensive communication programmes aiming at social and behaviour change, developing IEC materials, training modules and monitoring tools, preferably in an area related to child protection

-Understanding of child protection issues and interventions.

***Skills/Competencies***

-Analytical skills

-Facilitation/training

-Ability to persuade, influence, negotiate, advocate

-Inter-personal skills, relating with people, team work, networking

-Adaptability, flexibility, cultural sensitivity, tact, diplomacy, patience, respectful attitude

-Communication skills, both speaking and writing; in particular, ability to communicate technical concepts, knowledge and skills in a clear, simple and jargon-free language; ability to present information in a well-structured, logical manner

***Languages***

*-*Spoken and written English (national and international applicants)

-Written and spoken Samoan (national applicants)

**UNICEF PACIFIC – CHILD PROTECTION ROSTER**

**ANNEX 7 - POSITION FOR IMMEDIATE RECRUITMENT**

**Location: FIJI**

**Church Engagement in Child Protection**

**Consultant (1 position)**

**Duration: 9 months**

**TERMS OF REFERENCE**

**1. BACKGROUND**

Prevalence rates of violence against women and girls (VAWG) in the Pacific region are some of the highest in the world. Harmful social norms and practices that reinforce discrimination against women and children are drivers of VAWG. In the Pacific, religious institutions and customary attitudes and behaviours contribute to social norms that reinforce inequality between women and men, girls and boys and support widespread justification for VAWG.

UNICEF has developed a partnership with the Pacific Council of Churches (PCC) to include violence against children (VAC) and child protection in the curriculum for priest/pastor training, as well as in regular existing Church activities with men’s groups, women’s groups, youth’s groups and children and adolescents attending Sunday school, as well as to develop church child safeguarding policies.

The first phase of this work has been completed. It included a scoping visit to the three target countries and the development of a regional strategic framework comprising an alignment tool and an implementation plan. These reference documents include Christian scriptures/teachings/preachings which promote gender equality, child protection and respectful relationships, as well as new interpretation of scriptures that promote harmful practices.

The Consultant will therefore be responsible for the next two phases of this work, the development of resources and initial implementation in the 4 target countries.

**2. PURPOSE**

To develop a strategy and communication and training materials based on relevant messages grounded in Christian scriptures and teachings, to engage different target groups in the adoption of gender-equitable, child-friendly and violence-free practices, including priests/pastors, and women, men, youth, children and adolescents through existing Church activities.

**3. SCOPE**

The Consultant will be working with the Pacific Conference of Churches Secretariat in Fiji to develop a regional strategy and materials, incorporating Christian references identified in the regional framework and alignment tool, which will then be validated, adapted and contextualised to different countries, starting with Fiji, RMI, and Solomon Islands.

The Consultant will work closely with PCC General Secretary and Child Protection Coordinator, under the supervision of UNICEF Pacific Child Protection Specialist (Behaviour Change) in Suva.

**4. WORK ASSIGNMENT/TASKS**

Provide technical assistance to PCC to complete the following tasks:

* 1. ***Finalisation of the regional framework and implementation strategy***

-Incorporate feedback from the consultations in the regional framework (taking place in September)

-Based on the validated regional framework, develop strategy to implement the pilot phase in each of the three focus countries

* 1. ***Development of resources to be tested during pilot implementation phase***

Together with a PCC local consultant:

*a. Communication and facilitation materials*

Based on Christian scriptures identified in the regional framework:

-Develop standard public information materials such as Q&A, factsheets

-Develop communication and facilitation materials to be included in pre- and in-service training curriculum for priests/pastors, including for sermons or other occasions

-Develop communication and facilitation materials for Church activities conducted with women, men, youth, children and adolescents

*b. Management systems and tools*

-Develop guidelines and tools for supervision, monitoring, review, planning, reporting and evaluation

*c. Training modules*

-Develop training modules for training of trainers, training of facilitators, training of managers-supervisors

* 1. ***Implementation of a pilot phase in 3 countries***

-Train a team of regional (2) and national trainers (2 per country)

-Assist regional/national trainers to hold validation/contextualisation consultations in each country

-Assist regional/national trainers to train 4 Church community facilitators in each country

-Assist regional/national trainers to monitor Church level activities

-Assist with facilitation of regional review meeting upon completion of pilot phase

* 1. ***Finalisation of resources***

-Finalise all the materials based on the pilot experience

-Write a final report including main achievements, challenges and recommendations for next steps.

**5. DELIVERABLES/TIMELINE**

**Duration:** 9 months

**Number of working days:** 110

***NOTE: Should borders remain closed, the pilot implementation will only take place in Fiji and the number of working days will be reduced to 70 working days.***

*Below timeline is tentative and will depend on implementing partners’ availability, reason why the contract duration is over a period of 9 months (October 2020 to June 2021)*

**Deliverable 1**

Task: Finalisation of the regional framework and implementation strategy

Product: Final regional framework and implementation strategy

10 working days – October-November 2020

**Deliverable 2**

Task: Development of resources for pilot phase

Product: First draft of all resources (materials, modules and tools)

20 working days – November 2020 to January 2021

**Deliverable 3**

Task: Implementation of pilot phase in 3 countries

Product: Report on implementation of pilot phase

60 working days (10 days x 2 times x 3 countries) – February to April 2021

**Deliverable 4**

Task: Finalisation of all resources and drafting of final report

Products: Finalised resources and final report

20 working days – May-June 2021

**6. QUALIFICATIONS**

***Education***

-Advanced university degree in the social sciences, behavioural sciences, communication for development, anthropology, or related field.

***Experience***

-At least 5 to 8 years of relevant experience, i.e. child protection, Church work on social issues, design of behaviour change communication programmes and materials, preferably in the field of child protection; understanding of measurement tools for social and behavioural change and monitoring guidelines and tools; development of training modules and training delivery; development of facilitation manuals and learning/IEC materials for communities.

-Solid knowledge of Christian scriptures

-Previous experience working in Pacific Islands Countries and/or knowledge of Pacific cultures an asset

***Skills/Competencies***

-Analytical skills

-Facilitation/training skills

-Ability to influence, negotiate, advocate

-Inter-personal skills, relating with people, team work, networking

-Adaptability, flexibility, cultural sensitivity, tact, diplomacy, patience, respectful attitude

-Communication skills, both speaking and writing; in particular, ability to communicate technical concepts, knowledge and skills in a clear, simple and jargon-free language; ability to present information in a well-structured, logical manner

***Languages***

-Spoken and written English

-Local language(s) an asset