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**Consultancy: To support the roll out of the PSEA framework
in the East Asia and Pacific Regional and strengthen GBV in emergency
programming**

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 Region Office (EAPRO) is seeking an individual consultant to support the roll out of the PSEA framework in the East Asia and Pacific Region and strengthen GBV in emergency programming.

Background:

Protection from Sexual Exploitation and Abuse (PSEA) is a core corporate responsibility. Women and children are at heightened risk of sexual exploitation and abuse in during emergencies, including the current COVID-19 pandemic and recovery phase.

Implementation of the PSEA framework has internal and external facing responsibilities. Key priorities include ensuring all personnel are trained and aware of their responsibilities, all implementing partners are trained and have been assessed on their capacity to fulfil PSEA requirements, and there is a clear notification process in place for reporting.

In addition, every child and adult recipient of assistance must have access to a safe and child-sensitive SEA reporting mechanism; every child and adult survivor receives immediate, quality assistance (medical care, psychosocial support, legal assistance, reintegration support); and every child and adult survivor of SEA will have their case investigated in prompt, safe, respectful way.

The purpose of the consultancy is to support the East Asia and Pacific Regional Office, both programmes and operations (partnerships) and Country Offices in the region to accelerate PSEA implementation and to support fulfilment of these requirements.

In addition, given the vulnerabilities of women and girls to gender based violence in emergency settings, including during COVID-19 and as a result of containment measures, the consultant will provide support to COs to strengthen prevention and response interventions and programmatic approaches across sectors.

Work Assignment:

Under the direct supervision of UNICEF Regional Adviser of Child Protection, the primary task of the consultant is to support the roll out of the PSEA framework in the East Asia and Pacific Region and strengthen GBV in emergency programming

- Monitor PSEA implementation and progress in the region
- Support COs and EAPRO to develop PSEA Action Plans, including but not limited to: management structure; internal reporting and response procedures; mainstreaming in HR management; risk mitigation; community based complaints mechanism; and monitoring of implementation of the action plan
- Technical support provided on integration of child safeguarding policy and procedures
- Provide technical advice for COs to undertake SEA risk assessments for programming and to identify steps to mitigate risks
- Provide technical advice for EAPRO and COs in undertaking IP PSEA risk assessment
- Provide technical advice for IPs in ensuring PSEA requirements are met, such as code of conducts, safeguarding policies and risk mitigation plans
- Provide technical advice for all COs for the implementation of new guidance and tools issued by HQ on PSEA
- Provide draw down technical advice for CO PSEA focal points
- Provide TOT for PSEA focal points and EAPRO, and, where necessary, support training of personnel and IPs. Support integration of GBV safe identification and referral where appropriate in training packages
- Support development of strategies for raising awareness amongst stakeholders on PSEA
- Support development of a strategy for establishing a community based/project site complaints mechanism
- Provide technical assistance for child protection teams to ensure quality victim assistance is available and effective follow up
- Support COs to engage in inter-agency PSEA networks/task forces/coordination groups
- Represent UNICEF on the inter-agency PSEA regional group and on HQ coordination groups
- Support training on GBViE for country offices and partners
- Support review of programmes to integrate GBViE across sectors, with a focus on the COVID-19 response
- Support child protection in emergency programming in the region
- Put together case studies on good practice on PSEA, GBViE and CPiE for the COVID-19 response in the region
- Develop a strategy and road map for acceleration of PSEA implementation in EAPR

The consultant's output is:

- Mapping and assessment of PSEA needs at EAPRO and CO level
- EAPRO and all COs have PSEA action plans in place
- All COs provided with technical support on PSEA
- All COs have completed PSEA assessments for partners (by July 2021 for Phase 2 countries)
- In country missions carried out in a minimum of five countries (this may include mission(s) to respond to emergencies)
- Monthly PSEA progress reports for the region
- Training and refresher training provided to all PSEA focal points at CO level
- Training provided on PSEA to EAPRO staff
- Recommendations paper on accelerating PSEA implementation and compliance in EAPR
- Roadmap for continued implementation of PSEA in EAPR
- PSEA and GBViE are fully integrated into COVID-19 response plans, including transition and recovery plans following the end of containment measures, and emergency preparedness plans
- Minimum of four technical webinars held on PSEA and GBViE
- Case compendium of good practice for PSEA and GBViE in EAPR (with a minimum of eight case studies)
- Case compendium of good practice for CPiE in EAPR (with a minimum of six case studies)
- Regular coordination calls held with PSEA focal points
- All remote requests for support on PSEA and GBViE responded to in a timely manner
- Effective representation on the regional interagency PSEA network and on HQ coordination mechanisms and support for the implementation of the PSEA regional action plan with the Ad Hoc Interagency Task Team on PSEA.

Work Schedule and Deliverables:

Due to the fluid nature of the COVID-19 crisis and response, the below monthly activities are tentative and will need to be revisited at the beginning of and regularly during the contract.

Tasks	Timeline
<p>Outputs:</p> <p>1) Map/assess current progress on PSEA in EAPRO and at CO level and identify priority countries;</p> <p>2) Review CO response plans and identify areas for strengthening PSEA and GBViE during the recovery phase; 2) Undertake all relevant internal PSEA training;</p> <p>3) Provide support for personnel and IP training on PSEA;</p> <p>4) Provide support for PSEA Assessments for IPs and quality assurance at the regional level;</p> <p>5) Hold coordination call on PSEA with focal points.</p>	October 2020

Tasks	Timeline
<p>Outputs:</p> <ol style="list-style-type: none"> 1) Provide technical support for integration of GBViE interventions across sectors in CO plans for the recovery phase for COVID-19; 2) Review PSEA Action Plans and provide support for the strengthening or development of action plans for EAPRO and COs; 3) Provide support for personnel and IP training on PSEA; 4) Provide support for PSEA Assessments for IPs and quality assurance at the regional level; 5) Provide child protection teams with support to ensure effective victims assistance and monitoring; 6) Provide support on community awareness and community reporting mechanisms for PSEA; 7) Hold webinar on PSEA; 8) Hold monthly coordination call for PSEA focal points; 9) Develop two case studies developed on PSEA and GBViE from the region; 10) Provide TOT for PSEA focal points; 11) Provide support for the roll out of new PSEA protocols and procedures including internal reporting mechanism and victim assistance. 	November 2020
<p>Outputs:</p> <ol style="list-style-type: none"> 1) Provide support for the development of action plans for EAPRO and COs; 2) Provide support for PSEA Assessments for IPs and quality assurance at the regional level; 3) Provide child protection teams with support to ensure effective victims assistance and monitoring (cont); 4) Provide support on community awareness and community reporting mechanisms for PSEA (cont); 5) Provide support for risk mitigation for SEA and GBV for COs, with a focus on COVID-19 recovery programming; 6) Hold webinar on PSEA; 7) Provide follow up training on GBViE; 8) Develop two case studies developed on PSEA and GBViE from the region; 9) Provide support for the roll out of new PSEA protocols and procedures including internal reporting mechanism and victim assistance (cont). 	December 2020
<p>Outputs:</p> <ol style="list-style-type: none"> 1) Provide support for the finalisation of action plans for EAPRO and COs; 2) Provide support for PSEA Assessments for IPs and quality assurance at the regional level; 3) Provide child protection teams with support to ensure effective victims assistance and monitoring (cont); 4) Provide support on community awareness and community reporting mechanisms for PSEA (cont); 5) Provide support for risk mitigation for SEA and GBV for COs, with a focus on COVID-19 recovery programming (cont); 6) Hold webinar on PSEA; 7) First in country mission; 8) TOT training series for PSEA focal points; 9) Develop two case studies developed on PSEA and GBViE from the region. 	January 2021

Tasks	Timeline
<p>Outputs:</p> <ol style="list-style-type: none"> 1) Monitor implementation of PSEA action plans for EAPRO and COs; 2) Provide support for risk mitigation for SEA and GBV for COs,; 3) Hold webinar on GBViE and CPiE; 4) Case study compendium on good and promising practices for PSEA and GBViE in the region drafted (minimum of eight case studies); 5) Second in country mission; 6) TOT training series for PSEA focal points (cont); 7) Training of PSEA for the regional office held; 8) Recommendations paper for further acceleration of PSEA and GBViE programming in EAPR developed; 9) Provide support for PSEA Assessments for IPs and quality assurance at the regional level. 	February 2021
<p>Outputs:</p> <ol style="list-style-type: none"> 1) Monitor implementation of PSEA action plans for EAPRO and COs; 2) Provide support for risk mitigation for SEA and GBV for COs, (cont); 3) Case study compendium on good and promising practices for PSEA and GBViE in the region finalised (minimum of eight case studies); 4) Provide support for PSEA Assessments for IPs and quality assurance at the regional level. 	March 2021
<p>Outputs:</p> <ol style="list-style-type: none"> 1) Monitor implementation of PSEA action plans for EAPRO and COs; 2) Provide support for risk mitigation for SEA and GBV for COs (cont); 3) Source and draft case studies on good and promising practices for CPiE in the region developed (minimum of six case studies); 4) Third in country mission; 5) Provide support for PSEA Assessments for IPs and quality assurance at the regional level. 	April 2021
<p>Outputs:</p> <ol style="list-style-type: none"> 1) Monitor implementation of PSEA action plans for EAPRO and COs; 2) Provide support for risk mitigation for SEA and GBV for COs; 3) Draft case study compendium on good and promising practices for CPiE in the region developed (minimum of six case studies); 4) Fourth in country mission; 5) Provide support for PSEA Assessments for IPs and quality assurance at the regional level. 	May 2021
<p>Outputs:</p> <ol style="list-style-type: none"> 1) Monitor implementation of PSEA action plans for EAPRO and COs; 2) Provide support for risk mitigation for SEA and GBV for COs; 3) Final case study compendium on good and promising practices for CPiE in the region developed (minimum of six case studies); 4) Refresher training for PSEA focal points held; 5) All PSEA assessments for implementing partners completed for phase 2 countries. 	June 2021

Tasks	Timeline
Outputs: 1) Road map for continued implementation of PSEA in EAPR; 2) Refresher training for PSEA focal points held.	July 2021
1) Provide ad hoc technical assistance for EAPRO and COs on PSEA; 2) Provide ad hoc technical assistance for EAPRO and COs on GBViE and CPiE; 3) Undertake in country missions to respond to emergency situations to provide technical support on PSEA, GBViE and/or CPiE; 4) Provide technical advice and sensitisation for all COs for the implementation of new guidance and tools issued by HQ on PSEA; 5) Where required, provide direct support for training of IPs and personnel; 6) Participate in regional and HQ PSEA mechanisms; 7) Support implementation of the regional PSEA action plan with the ad hoc Task Team on PSEA; 8) Provide monthly report on PSEA progress and PSEA indicators.	Ongoing throughout the consultancy

Estimated Duration of Contract: 9.5 month starting 16 October 2020 – 31 July 2021

Official Travel: The consultant will work remotely from home. However, travel to the regional office and key country offices is envisaged to a minimum of two countries, to be identified depending on need. Current possible countries are Lao PDR, PNG, Pacific, Timor Leste.

To qualify as an advocate for every child you will have...

- An advanced degree in social sciences, or a related or relevant field;
- A minimum of eight years' professional work experience on child protection or GBV programming;
- Experience in working in humanitarian contexts;
- Excellent communication skills;
- Excellent facilitation, training, networking and advocacy skills;
- Demonstrated ability to work across country and cultural contexts on sensitive issues;
- Demonstrated ability to work independently;
- Sound knowledge of PSEA protocols and procedures is an asset
- Experience in working directly on the PSEA framework is an asset;
- Experience in working in the East Asia Pacific region is desirable; and
- Experience in working with the UN/UNICEF an asset.

Interested candidates are requested to submit CV or P-11, full contact information of minimum 3 references, availability, and proposed monthly professional fee in USD by **24 September 2020**.

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.