



UNITED NATIONS CHILDREN'S FUND

I. Post Information

Job Title: PSEA Specialist Supervisor Title/ Level: Representative, D1 Organizational Unit: Office of the UNICEF Representative Post Location: Antananarivo	Job Level: P4 Job Profile No.: CCOG Code: Functional Code: Job Classification Level:
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II. Organizational Context and Purpose for the job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programmes, in advocacy and in operations. UNICEF's equity strategy, emphasizing the most disadvantaged and excluded children and families, translates this commitment to children's rights into action. For UNICEF, equity means that all children have an opportunity to survive, develop and reach their full potential, without discrimination, bias or favoritism. To the degree that any child has an unequal chance in life — in its social, political, economic, civic and cultural dimensions — her or his rights are violated. There is growing evidence that investing in the health, education and protection of a society's most disadvantaged citizens — addressing inequity — not only will give all children the opportunity to fulfill their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. It accelerates progress towards realizing the human rights of all children, which is the universal mandate of UNICEF, as outlined by the Convention on the Rights of the Child, while also supporting the equitable development of nations.

2022 was a challenging year for Madagascar characterized by climate-related natural disasters and emergencies, in a context of institutional fragility and a number of previous emergencies. The overall picture for children — particularly girls — remains concerning. The headline stories in Madagascar in 2022 were the landfall of six cyclones and tropical storms between January and April, and the drought crisis in Madagascar's Great South that spilled over from 2021. A rapid perception survey conducted in the South in 2020 revealed that the series of emergencies up to that point had likely exacerbated different forms of violence against children, adolescents and women. But the absence of an effective data collection system, the scant coverage of referral systems across the country alongside survivors' reticence to report cases of sexual exploitation and abuse or GBV- exacerbated by strong social norms which tend to discourage reporting- have hampered the collection of comprehensive data.

PSEA is absolutely not the same as GBV, but there are aspects to the operating context which are shared between the two. According to the Multiple Indicator Cluster Survey (MICS) conducted in 2018, 32% of women in Madagascar reported having experienced physical violence since the age of 15. 13% of women aged 15 to 49 reported having been victims of sexual violence at any time in their life and more generally, and 38% of Malagasy women had experienced various forms of violence (physical or sexual). Underage girls are exposed to several forms of gender-based violence, including child marriage: 13% of women aged 20 to 24 were married before the age of 15 and 40% before the age of 18. An early sexual debut for girls is commonly associated with the generation of additional income for the household or used as a personal resilience strategy. These factors facilitate the proliferation of many forms of sexual abuse and exploitation and risk, increasing the vulnerability of girls in crisis situations.

Purpose:

Under the guidance of the Country Representative, the Programme Specialist (Protection from Sexual Exploitation and Abuse - PSEA) will support the country office to develop and roll out the UNICEF PSEA action plan and support UNICEF's engagement in the inter-agency PSEA Network that is established under the HC/HCT. The Programme Specialist (PSEA) will have a dotted line to the Deputy Representative Programmes, and will work closely with the Chief of Child Protection and Gender Programme Manager.

Job organizational context: The Programme Specialist (PSEA) will be based in Antananarivo and will be responsible for supporting country-wide implementation of PSEA, including technical support to UNICEF Field Offices. This includes working closely with the child protection section and Gender Programme Manager, as well as across programme sections, to support acceleration of PSEA around core programmatic priorities, including safe and accessible reporting, survivor-centered assistance and accountability, as elements of an overall preventative approach.

Within the context of the inter-agency response and the UNCT/HCT PSEA strategy and action plan, the Programme Specialist (PSEA) will support UNICEF's contribution to the inter-agency PSEA work including specific deliverables and responsibilities that UNICEF holds within the PSEA network and action plan.

III. Key function, accountabilities and related duties/tasks**1. Internal capacity building and technical support**

- Provide leadership, technical support and monitoring for the implementation of UNICEF Madagascar Country Office PSEA Action Plan, including implementation at regional and community levels (i.e. all communities in which UNICEF Madagascar has programmes).
- Build the capacity of UNICEF's current and new Implementing Partners on all aspects of PSEA: work with IPs to put systems in place so that risk ratings in the UN common assessment reduce and IP commitment is built. (The UN common assessment exercise needs to become much more than a box-ticking exercise simply to access UN funding).
- Deliver PSEA training courses for UNICEF staff, consultants, volunteers, and implementing partners, in line with the PSEA Training Plan.
- Build the capacity of selected UNICEF staff to replicate PSEA training courses and awareness raising efforts.
- Support knowledge management efforts on PSEA, including a repository of tools, documentation of promising practices, etc
- Together with the SBC section, and in liaison with the PSEA Network, develop awareness raising materials for UNICEF office and partners, including leaflets and posters for UNICEF offices and UNICEF partners' offices including communities.
- Strengthen UNICEF's internal tracking tools to ensure regular and consistent monitoring of SEA cases and case management of child victims' assistance.
- Support the Madagascar CO to institutionalize PSEA efforts within their programmes, monitoring and facilities (e.g. HACT, supply section, programme component teams, etc.)
- Support Madagascar CO to expand/strengthen communities' access to safe and accessible reporting channels across programmes/ sections, including through the Community Feedback Mechanism run by FAO.
- In collaboration with UNICEF sections, support partners to ensure PSEA policies and structures are aligned with standards and requirements as per UNICEF PSEA Implementing Partners Procedures and the UN Protocol.

2. Inter-agency response to SEA and PSEA Network coordination

- Represent UNICEF in the inter-agency PSEA Network, including support to UNICEF's contributions on the Steering Committee. Support UNICEF to actively engage in the PSEA network at regional level, and promote the implementation of the national Madagascar HCT Strategy on PSEA. Work with relevant stakeholder to take forward the inter-agency PSEA Network action plan, including:
 - Finalization, endorsement and system-wide implementation of the PSEA Network Standard Operating Procedures/ information-sharing protocol across network members, at national and regional levels;
 - Strengthen safe and accessible reporting channels for SEA, both for humanitarian workers and community-based mechanisms that are gender and age sensitive, including to promote a coherent approach across all existing mechanisms;
 - Community Based Feedback Mechanism on SEA, building upon existing community-based complaint mechanisms as relevant. Develop 1) outreach and sensitization on SEA in communities; and 2) training of PSEA focal points.
 - Ensure systems procedures for inter-agency referrals are functional and effective, including accountability mechanisms and development of joint interagency responses in relation to SEA risks and concerns
 - Support to PSEA risk assessment as per HCT PSEA Action Plan
 - Support the roll out of the UN Victims Assistance Protocol.

3. Support Appropriate Reporting and Response of SEA allegations

- Support the internal roll out and implementation of UNICEF SEA reporting procedures in a way that is memorable- and not complex- for all staff
- Develop and implement safe and accessible reporting channels for SEA, both for humanitarian workers and community-based mechanisms that are gender and age sensitive, including to promote a coherent approach across all existing mechanisms
- Work with UNICEF Child Protection officers to integrate SEA reporting channels within existing community-based mechanisms and services, in a manner that is gender and child sensitive and that links to GBV referral pathways; this should include the training of community PSEA focal points and outreach and sensitization on PSEA with communities
- Work across all UNICEF programme sectors to ensure that information about how to report SEA is accessible for children and women
- Provide technical support to partners to strengthen internal reporting procedures
- Once a complaint is received:
- Ensure that all information pertaining to complaints is handled and referred strictly in line with agreed protocols: the internal UNICEF Notification Alert and inter-agency PSEA task force standard operating procedures
- Immediately refer survivors to appropriate service providers so that they receive the medical, psychosocial, legal and any other assistance support they may need, in line with the UN Victims' Assistance Protocol.

4. Prevention

- Collaborate and coordinate with partners and UNICEF sections to ensure sensitization activities on SEA are implemented across communities, and establish systems to track and monitor implementation;
- Collaborate and coordinate with partners and UNICEF sections to ensure systematic SEA risk assessment is conducted and findings are reflected and included in programme implementation.

5. Survivor assistance

- In coordination with the Chief Child Protection:
 - Ensure that survivors of SEA access assistance and support
 - Monitor the quality of assistance and follow up provided to victims of SEA by UNICEF partners
 - Review functionality and effectiveness of GBV and CP referral pathways – internal and interagency – and contribute to advocacy, in coordination with the GBV Specialist, to strengthen access to services for survivors.

IV. Impact of Results

The strategic and effective advocacy, planning and formulation of protection from sexual exploitation and abuse, child safeguarding, protection programmes/projects and the achievement of sustainable results, contributes to the achievement of goals and objectives to create a protective environment for children against harm, all forms of violence and ensures their survival, development and well being in society. Achievements in child protection programmes and projects in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to provide programme services for mothers and children that promotes greater social equality in the country.

The results of the work of the PSEA Specialist could have serious implications for UNICEF, including reputational risks in case the PSEA does not manage to reach out to all partners for putting in place the appropriate systems for PSEA prevention and support to survivors. The reputational risks could also generate into limited funding for UNICEF because of lack of trust among donors.

V. Competencies and level of proficiency required (based on UNICEF Professional Competency Profiles.

Core Values

- ✦ Care
- ✦ Respect
- ✦ Integrity
- ✦ Trust
- ✦ Accountability

Core Competencies

- ✦ Nurtures, Leads and Manages People (2)
- ✦ Demonstrates Self Awareness and Ethical Awareness (3)
- ✦ Works Collaboratively with others (3)
- ✦ Builds and Maintains Partnerships (3)
- ✦ Innovates and Embraces Change (3)
- ✦ Thinks and Acts Strategically (3)
- ✦ Drives to achieve impactful results (3)
- ✦ Manages ambiguity and complexity (3)

Functional Competencies

- ✦ Analyzing (3)
- ✦ Deciding and Initiating Action (2)
- ✦ Persuading and Influencing (3)
- ✦ Applying technical skills (3)
- ✦ Entrepreneurial thinking (2)

VI. Recruitment Qualifications

Education:

An advanced university degree in one of the following fields is required: international development, human rights, psychology, sociology, international law, or another relevant social science field.

Experience:	<p>A minimum of 8 years of professional experience in design, implementation and management of protection or GBV programming, PSEA and child safeguarding, preferably with the UN and/or an international NGO.</p> <p>Experience working in humanitarian contexts. Familiarity with the latest developments in PSEA, inter-agency PSEA responses and humanitarian cluster systems.</p> <p>Excellent communication skills. Proven ability to work independently under difficult conditions. Excellent facilitation, training, networking and advocacy skills. Demonstrated ability to work in a multicultural environment and establish harmonious and effective working relationships, both within and outside the organization.</p>
Language Requirements:	<p>Fluency in French and English is required. Knowledge of another official UN language or a local language is an asset.</p>