
ToRs: Protection against Sexual Exploitation (PSEA) and Abuse Specialist, Gaza P4 – TA

Under the overall supervision of the PSEA Coordinator, the PSEA specialist is responsible for supporting the collective PSEA activities of UNICEF (50%) and for the Interagency PSEA Community based complaint mechanism in Gaza (50%). The PSEA specialist will report directly to the PSEA Coordinator in Jerusalem and liaise with the Deputy Humanitarian Coordinator in Gaza. Working closely with UNICEF sections and the PSEA Network, the PSEA specialist will divide efforts equally between supporting the CBCM in Gaza and fulfilling UNICEF'S accountabilities in PSEA, as follows:

Interagency duties:

Support the PSEA Interagency in-country program in the Gaza strip:

- Support the PSEA Coordinator in developing and implementing the in-country PSEA strategy
- Represent the PSEA Network in Gaza's coordination structures and engage with clusters in Gaza to ensure PSEA and safeguarding mainstreaming during planning, policy development, and programming.
- When the PSEA Coordinator is unavailable the PSEA Specialist will be oversee and support the National PSEA Action plan for Gaza, West Bank and East Jerusalem.

Strengthen PSEA within organizations and communities

- On request, provide expert guidance and technical support to Network members in Gaza and other relevant entities operating in the context to strengthen their internal PSEA and safeguarding programs in line with good practice and standards.
- Support the PSEA Network in Gaza to learn of community perspectives on behavior of aid workers and others working in Gaza and preferences in discussing safeguarding and misconduct matters and receiving and sharing sensitive information to inform the Network's outreach and activities
- Ensure that the implementation of the PSEA Network Action Plan is informed by community participation, contextually and culturally appropriate, and based on the community's needs

Establish/Strengthen an Inter-agency Complaints Mechanism

- Support the PSEA Network to map existing CFMs in Gaza to identify where there are gaps in community access for reporting sensitive complaints and provide support to strategic channels
- Support the PSEA Network to hold inter-agency trainings on good practices in SEA, safeguarding, complaint intake and referral for PSEA Focal Points, Protection, GBV and Child Protection actors, and all actors staffing CFM channels, so that all actors who may receive SEA complaints know how to recognize SEA and where to send allegations in the joint CBCM
- Support data collection exercises with PSEA Network partners in Gaza

Victims'/Survivor-Centered Assistance

- Mobilize the PSEA Network in Gaza to assist in a mapping exercise of available services and gaps for health, legal, psychosocial, and material support
- Assist the Network to train assistance service providers on PSEA-specific components in services.

- Proactively reach out to relevant entities that are not participating in the PSEA Network or the joint CBCM to ensure that they are aware of PSEA activities, and to foster linkages and information-sharing on PSEA

UNICEF Specialist

Support the UNICEF's action plan in the Gaza strip:

- Provide technical support and coordination for UNICEF partners to fulfill UNICEF's accountabilities: risk assessment and capacity building
- Secure coordination with protection actors in the Gaza strip

Strengthen PSEA within organizations and communities

- Support the UNICEF in Gaza to learn of community perspectives on behavior of aid workers and others working in Gaza and preferences in discussing safeguarding and misconduct matters and receiving and sharing sensitive information to inform the Network's outreach and activities

Establish/Strengthen an Inter-agency Complaints Mechanism

- Coordinate with UNICEF's sections to enhance access of UNICEF's communities to safe and confidential channels to report SEAH.
- Hold trainings for UNICEF's partners on good practices in SEA complaint intake, safeguarding and referral for PSEA Focal Points, Protection, GBV and Child Protection actors, and all actors staffing CFM channels, so that all actors who may receive SEA complaints know how to recognize SEA and where to send allegations in the joint CBCM
- Support data collection exercises with UNICEF's partners in Gaza

Victims'/Survivor-Centered Assistance

- Assist UNICEF's partners to train assistance service providers on PSEA-specific components in services
- Proactively reach out to relevant partners that are not participating in the PSEA Network or the joint CBCM to ensure that they are aware of PSEA activities, and to foster linkages and information-sharing on PSEA

Required Qualifications and Experience:

Professional experience:

- P4 Level (or equivalent of minimum of 7 years of work experience) and advanced University Degree
- Field experience in humanitarian or development settings, ideally in PSEA
- Understanding of the international development and humanitarian architecture
- Familiarity with the UN system and global coordination structures (e.g. IASC)
- Proven ability to develop and/or implement an Action Plan/Strategy
- Experience in developing and facilitating training and capacity-building activities is an advantage
- Familiarity with data protection and confidentiality measures is an advantage

Skills:

- Coordination (experience in an inter-agency coordination role is an advantage)
- Professionalism (proven integrity, objectivity, and professional competence)
- Communication, facilitation, and inter-personal skills
- Ability to work with different stakeholders and build consensus

- Advocacy across a wide variety of actors
- Leadership (ability to lead a technical network)
- Leveraging (ability to engage at senior leadership level and secure buy-in)
- Problem-solving (ability to know what needs to be done and identify the resources to do it)

Languages:

- English and Arabic would be a strong asset,
- Other official UN language would be an asset.

Behavioral requirements:

- Sensitivity to cultural diversity, discrimination, and gender issues
- Ability to interact in a safe and sensitive manner with victims/survivors
- Ability to work in a stressful environment
- Ability to delegate

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Revised by:

Approved by:

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