



TERMS OF REFERENCE FOR CONSULTANTS AND INDIVIDUAL CONTRACTORS
Syria Country Office

TYPE OF ENGAGEMENT:

Consultant

ASSIGNMENT SOURCE:

National

International

TITLE OF THE CONSULTANT: International Consultant to Develop Child Protection (CP) Area of Responsibility (AoR) Strategy

SECTION IN CHARGE: Field Operations / Child Protection Sector Coordination

BACKGROUND (RATIONALE AND CONTEXT):

Syria continues to face one of the most complex emergencies in the world. Unprecedented humanitarian needs are compounded by displacement inside the country and across its borders, extensive destruction of civilian and social services infrastructure, devastating impact on the economy, and most importantly, the breakdown of the social fabric that stitched the country together for decades. Today, 90% of people in Syria live in poverty, most are unable to make ends meet or bring food to the table. Families have had their resources depleted, with limited employment opportunities, skyrocketing prices, and shortage of basic supplies. For most people, the current socio-economic challenges represent some of the harshest and most challenging circumstances they have faced since the beginning of the crisis in 2011. The February 2023 earthquakes in north Syria and Türkiye added agony to an already catastrophic situation, increasing the strain on services, causing displacement, and inflicting widespread damage. In 2024, 16.7 million people need humanitarian assistance. This is the highest number of people in need ever recorded in Syria since 2011. The number of children in need - more than 6.5 million – has increased by seven per cent in the past year alone.

Girls and boys continue to be exposed to multiple child protection risks, including those with disabilities at heightened risk of violence, abuse, neglect, and exploitation and need critical child protection services. Grave violations against children - including the risk of being killed, injured, recruited, used in hostilities, tortured, detained, abducted, and sexually abused - remain a significant concern. Insecurity and economic hardship continue to exacerbate child protection concerns leading to harmful coping mechanisms, such as worst forms of labour and child marriage. In addition, high levels of psychosocial distress prevail among children and caregivers due to multiple stresses, continued escalation of conflict, poverty, earthquake, and restrictions of movement limiting access to social services.

OBJECTIVES OF THE CONTRACT (PURPOSE OF THE ASSIGNMENT):

The purpose of this consultancy is to develop a three-year Child Protection Area of Responsibility Strategy, an institutional capacity building plan for partners and a localization action strategy to guide the response creating a nexus between humanitarian and early recovery.

The consultancy will be carried out with the following Specific objectives, which will contribute to the overall objective of developing a three-year Child Protection Area of Responsibility Strategy¹:

¹ [Syrian Arab Republic Appeal | UNICEF](#)

[Syrian Arab Republic: 2024 Humanitarian Needs Overview \(February 2024\) - Syrian Arab Republic | ReliefWeb](#)

1. Develop a strategy for the CP AoR to guide its work over the next 3 years, based on existing and predicted CP needs.
2. Develop institutional and capacity building plan for partners.
3. Develop a localization strategy and action plan.

Reasons why assignment cannot be done by staff:

The assignment is highly technical and includes new dimensions such as localization which are very new to the entire Child Protection community, the assignment equally requires human resource capacities with diverse knowledge of child protection in conflict settings with robust skill sets in participatory strategy development for large operations.

Included in Annual/Rolling Workplan: Yes No , please justify:

The activity is included in the Child Protection Section workplan output 4 with a detailed workplan for the CP AoR developed for 2024

LOCATION (GEOGRAPHIC AREA/ DUTY STATION): (Damascus Syria)

On-site working days: **30 days** (In-country) (subject to VISA approval)

Off-site working days: **30 days** (remote)

Field Missions/Travel: **Aleppo, Qamishli, Deir-ez-Zor, Costal area (Tartous and Latakia), Hama & Homs**

DURATION:

The selected consultant will work for 60 workdays within Four months period. It is envisaged: 30 workdays out of county and 30 workdays in the country. The exact schedule of the activities will be agreed with the consultant based on the consultancy implementation progress. The deadline for submission of final deliverables to UNICEF is at the end of the contract.

Note: The In-country on-site working days are subject to VISA approval; otherwise, the assignment can be done fully remotely

SUPERVISOR: The consultant will be supervised by the Child Protection Area of Responsibility Manager on the day-to-day operations and deliverables of the assignment.

CONSULTANT/CONTRACTOR SELECTION METHOD: (Please specify)

Competitive Selection (Roster) Competitive Selection (Advertisement/Desk review/Interview) Others (Single sourcing)

CHILD SAFEGUARDING:

Is this project/assignment considered as "[Elevated Risk Role](#)" from a child safeguarding perspective?

Yes No If Yes, check all that apply:

Direct contact role: Yes No

If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediately physical proximity, with limited supervision by a more senior member of personnel:

10 hrs over 5 days, mainly on focus group discussions with children under the supervision of Child Protection Area of Responsibility Manager and Child Protection Specialist/ Officers of respective partner organizations.

Child data role: Yes No

If yes, please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (name, national ID, location data, photos): **N/A**

More information is available in the [Child Safeguarding SharePoint](#) and [Child Safeguarding FAQs and Updates](#)

DESCRIPTION OF ASSIGNMENT (TASKS, SMART DELIVERABLES, DEADLINES):

Tasks/Milestone	End Products/ Deliverables	Duration/ Deadline	Estimate Budget
<ul style="list-style-type: none"> - Review key documents for a contextual understanding of the Syria child protection humanitarian response. - Review existing literature reports on partners capacity assessments or related documents and the localization dashboard for Syria for conceptual understanding. - Undertake online consultations with stakeholders and technical working groups 	<p>An inception report and lay out of key steps, timelines, tools and approach to executing the assignment with a workplan and key engagement strategy for the assignment not more than 15-pages developed and shared with the CP AoR</p> <p>Present the final inception report to all CP AoR partners, remotely</p>	<p>15 workdays</p> <p>To be delivered by the 3rd week after the contract start date .</p> <p>Remote work.</p>	<p>daily rate x 15 days</p>
<p>In-depth data collection, stakeholder engagements, data analysis and drafting of the draft strategy</p>	<p>Draft CP AoR strategy not more 40 pages with the following annexes</p> <ol style="list-style-type: none"> 1. The institutional and capacity building plan for partners 2. Localization strategy and action plan 	<p>30 workdays</p> <p>To be delivered after around 1.5 months from the 1st deliverable</p> <p>In-country</p>	<p>daily rate x 30 days</p>
<p>Validation workshops with partners and stakeholders on the draft for additional inputs/ clarifications etc</p>	<p>Updated CP AoR strategy and annexed updates reviewed and cleared by the Strategic Advisory Group</p>	<p>5 Workdays</p> <p>To be delivered after one week from the 2nd deliverable</p>	<p>daily rate x 15 days</p>
<p>Final submission of the CP AoR strategy not more 40 pages with the following annexes</p> <ul style="list-style-type: none"> -The institutional and capacity building plan for partners 3 years -Localization strategy and action plan for the 3Years 	<p>Final CP AoR Strategy (40 pages) with the embedded annexes</p> <ul style="list-style-type: none"> -Partners Development plan _Localization strategy/ action plan <p>And presentation of the final strategy to government and partners remotely</p>	<p>10 workdays</p> <p>To be delivered by the end of the contract</p> <p>Remote</p>	<p>daily rate x 15 days</p>

ICT CONSIDERATIONS (PLEASE CHECK IF APPLICABLE):

Access to electronic Information Resources UNICEF email ID ICT Hardware

(Please specify the business need): **Not required the consultant will have their own laptop, access will only be provided for Guest WIFI**

QUALIFICATION REQUIREMENTS:I. Academic qualifications:

Master's Degree in child development, Protection, Sociology, Anthropology, Social Sciences, statistics, or a related field. A first-level university degree with additional 2 years of required relevant experience may be accepted in lieu of the advanced university degree.

II. Work experience / Technical competencies:

- 8 years' experience in Child Protection Programing at the national and international level, some of which preferably were served in a developing country is required.
- Consultant must have completed at least two high-quality research in similar themes of the consultancy, strategy development and sound knowledge of the child protection or social protection areas.
- Demonstrates excellent writing skills, and strong communication, in particular for the development of technical documents is essential.
- Demonstrates experience and knowledge of the humanitarian programing and familiarity with the humanitarian Program cycle planning processes and guidelines.
- Practical working experience in volatile humanitarian contexts and sound knowledge of the international humanitarian developments.
- Knowledge on localization and empowerment initiatives of local and national actors with the child protection system.
- Previous experience working in UNICEF is highly desirable.
- Fluency in written and spoken Arabic and English required.

III. Competencies:

Analytical skills, communications abilities, teamwork are required in addition to UNICEF core competencies:

- Demonstrates Self Awareness and Ethical Awareness (2)
- Works Collaboratively with others (2)
- Builds and Maintains Partnerships (2)
- Thinks and Acts Strategically (2)
- Drive to achieve impactful results (2)
- Manages ambiguity and complexity (2)

IV. Language requirement:

Fluency in English (both written and verbal) is required,

Fluency in Arabic is an asset.

EVALUATION PROCESS (OF APPLICATIONS):**Qualified candidates are requested to submit:**

1. Applications through UNICEF's Talent Management System (TMS)
2. Cover Letter
3. CV.
4. Technical Proposal on how the assignment will be approached.
5. Financial quote as lump sum for professional fees only, Travel & Daily Subsistence Allowance (DSA) will be covered by UNICEF Syria.

6. Written sample of previous work related to the scope specified in this advertisement.
7. At least 3 Referees from Direct Supervisors.

PAYMENT SCHEDULE:

By Deliverable. Professional fees will be paid in Three installments, based on the submission and approval of the agreed deliverables, as specified in the Description of the Assignment table.

UNICEF reserves the right to withhold payment if the deliverables submitted are not up to the required standard or if the consultant delays submitting the deliverables.