

## VACANCY ANNOUNCEMENT

### Programme Specialist (PSEA), NOC - FT, Gaziantep, Türkiye RDM24021

UNICEF works in over 190 countries and territories to save children's lives, defend their rights, and help them fulfill their potential, from early childhood through adolescence.

At UNICEF, we are committed, passionate, and proud of what we do. Promoting the rights of every child is not just a job – it is a calling.

UNICEF is a place where careers are built: we offer our staff diverse opportunities for personal and professional development that will help them develop a fulfilling career while delivering on a rewarding mission. We pride ourselves on a culture that helps staff thrive, coupled with an attractive compensation and benefits package.

Visit [our website](#) to learn more about what we do at UNICEF.

#### For every child, Hope

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programs, in advocacy and in operations. The 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.

#### **Strategic office context:**

UNICEF works in 190 countries and territories to protect the rights of every child. Defending children's rights throughout their lives requires a global presence, aiming to produce results and understand their effects. UNICEF believes all children have a right to survive, thrive and fulfil their potential - to the benefit of a better world.

Sexual abuse and exploitation in humanitarian crises is a global problem. They violate not only the physical integrity and security of the individual victims but also their dignity and self-worth. They are a consequence of unequal power relationships; a dynamic that is often exacerbated during humanitarian crises, which are so often characterized by widespread and systematic violence, mass displacement, and the breakdown in traditional family structures and social, legal, governance and value systems. Women and children constitute the overwhelming majority of victims. The economic and social inequalities confronting women and children, in particular, put them at higher risk of exploitation by those in positions of power. Sexual abuse and exploitation, in humanitarian crises or elsewhere, reflect a variety of failures or omissions attributable to a

range of responsible actors and institutions. They represent a failure to uphold basic rights to protection. In institutional terms, sexual exploitation and abuse by humanitarian staff represents a failure on the part of humanitarian agencies, whose stated role is to provide protection and care, deeply undermining the implicit public trust placed in humanitarian actors. The potential for SEA against women and children affected by conflict and crisis across the country is exacerbated and thus requires specialized, dedicated support.

Protection from Sexual Exploitation and Abuse (PSEA) and Sexual Harassment (SH) is a core commitment of the Inter-Agency Standing Committee, as reflected in a number of actions taken to reinforce these commitments since 2002.

In 2010, the IASC conducted a Global Review on PSEA by UN, NGO, IOM and IFRC Personnel that found gaps in how PSEA was prioritized among agencies, calling for joint commitments and the pooling of resources to deliver on them.

The IASC AAP/PSEA Task Force was established in 2012, based on a recommendation from the Global Review, in order to provide technical support to humanitarian agencies on PSEA. The IASC members developed Minimum Operating Standards (IASC MOS-PSEA) in order to support agencies to institutionalize PSEA within their respective organizations.

The IASC further affirmed the roles of PSEA Senior Focal Points, Humanitarian Coordinators, and Humanitarian Country Teams to implement these commitments in 2015.

The 2017 Terms of Reference for Humanitarian Country Teams placed PSEA as a mandatory responsibility of HCTs that requires a collective mechanism and approach.

At the technical level, the IASC Accountability to Affected Populations (AAP)/ PSEA Task Team continues to provide a forum for humanitarian agencies to address PSEA and has taken forward initiatives to support PSEA action at country-level. These include, but are not limited to:

- The roll-out of the simplified and translated principles, and
- The development and roll out of the IASC PSEA Best Practice Guide on Inter-Agency Community-Based Complaint Mechanisms UNICEF recognizes its responsibility, in fulfilling its mandate, to guard or protect vulnerable persons from sexual and other exploitation and abuse and to address such violations appropriately in its work. In particular, UNICEF aims at ensuring that its staff and implementing partners do not abuse their power and influence to exploit and harm others.

### **Purpose for the job:**

The PSEA Specialist will be based in Gaziantep MENARO Gaziantep Outpost. Under the direct supervision of the Programme Manager, the UNICEF PSEA specialist will provide technical assistance to roll out PSEA global guidelines, standards and tools, support implementation and conduct strategic advocacy to prevent SEA in humanitarian and development settings. The primary purpose of this post is to strengthen UNICEF, partner agencies and organizations work in Northwest Syria (NWS)/MENARO Gaziantep outpost around the prevention and response to sexual exploitation and abuse, by providing dedicated technical assistance, including designing, and implementing targeted capacity building activities for UNICEF staff and partners, and strengthening inter-agency PSEA mechanisms. The staff will work closely with a range of sectors and agencies. Within the context of the emergency response and the HCT PSEA framework, the PSEA Specialist will revise and support implementation of UNICEF's PSEA Action Plan, which focuses on scaling up and taking forward UNICEF's prevention and response efforts to sexual exploitation and abuse. This will include conceptualizing and implementing PSEA prevention activities, responding to alleged PSEA cases that are reported (including strengthening complaint mechanisms at the community level, reporting, investigating, and ensuring appropriate survivor

support), liaising with the PSEA Network(s) and other inter-agency bodies addressing PSEA and making contributions to inter-agency PSEA response and monitoring, liaising with UNICEF senior management at national, regional and international levels on the same. As the office has a well-established system the Specialist will come in to support the current expansion of programmes and operations in response to the earthquake, with a main objective to support the current focal point to respond efficiently and leaving behind additional tools and capacity to continue the PSEA agenda. The PSEA Specialist, in close collaboration with the focal point will be also responsible for building the capacity of UNICEF staff, consultants, volunteers, and implementing partners on PSEA, as well as identifying additional focal points as needed.

### How can you make a difference?

#### **Main responsibilities and tasks will include but not be limited to:**

1. Strengthen internal PSEA mechanisms within the UNICEF MENARO-Gaziantep Outpost, and with implementing partners to prevent, and respond to sexual abuse and exploitation

- Participate and support the NW Syria XB/MENARO Gaziantep outpost Interagency Network.
- 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.
- Support the implementation and analysis of partner assessments on PSEA and identify challenges, capacity building needs, and establish mechanisms for partners to identify and investigate SEA and refer survivors to the required assistance.
- Coordinate with UNICEF CP to integrate the referral of survivors to services within the existing systems including case management.
- Ensure partners PSEA assessments, ratings, PSEA action plans and structured support takes place systematically.
- Ensure all documentation is routinely maintained, uploaded and information is adequately managed, including confidential information.
- Contribute to strengthening inter-sectoral contribution to prevention and response to SEA and enhance capacity of UNICEF section staff to lead PSEA activities in their sections.
- Develop an implementation plan for mainstreaming gender responsive programming, including the training of service providers on Prevention of Sexual Exploitation and Abuse (PSEA).
- In consultation with heads of sections, identify ways in which each section could contribute to PSEA through their existing programmes; work closely with the HR section on PSEA requirements for new staff, including reference checks, and code of conduct.
- Closely collaborate with HACT and Partnerships specialist in the office.
- Support the development of the PSEA communication materials in coordination with UN agencies and the Communication for Development (C4D) Section.
- Maintenance and tracking of UNICEF's progress with PSEA indicators for the office.
- Deliver PSEA trainings for UNICEF staff, consultants, volunteers, and implementing partners, in line with the PSEA Training Plan.

2. Receiving and responding to SEA allegations

- Immediately refer any SEA allegations or concerns to UNICEF XB/ PSEA FP and Programme Manager.
- Ensure partners refer victims/survivors to appropriate service providers so that they receive the medical, psychosocial, legal, and material support they may need; provide

support to implementing partners in handling SEA allegations and provision of support to survivors.

- Assist in documenting and managing reported SEA allegations in a confidential manner within the UNICEF notification alert and inter-agency information sharing procedure agreed with the inter-agency PSEA Network
- In coordination with Child Protection staff, ensure age-appropriate assistance including psychosocial, medical, safety and legal services are provided to survivors of SEA via established GBV and child protection referral mechanism and UNICEF policies on SEA response.

### 3. Community Engagement and Risk Mitigation

- Identify opportunities across UNICEF programmes for community sensitization, risk assessment and capacity building on SEA.
- Support programme sections to identify and respond to SEA risks across UNICEF programme areas and support community awareness and consultations to mitigate SEA risks.
- Together with C4D, and in liaison with the PSEA Interagency Network for Cross Border, develop / support already developed and awareness raising materials for UNICEF, partners and communities including leaflets, brochures, posters, audiovisual materials etc.

### 4. Strengthen Inter-agency response to SEA and PSEA Network coordination

- Support from the co-chairs of the PSEA network, and its membership, contribute to the development of a country-level framework, and its implementation, prioritizing the following:
  - Establishment of safe and accessible child and gender-sensitive reporting mechanisms
  - Establishment of quality and accessible survivor assistance, with clear referral pathways in place resourced through the Humanitarian Response Plan
  - Strengthen accountability mechanisms to ensure that cases of SEA are investigated in a prompt, safe and respectful way,
  - Develop information sharing/messaging strategies on SEA across network members.
  - Develop and implement a Community Based Complaints Mechanism on SEA, building upon existing community-based complaint mechanisms as relevant. Develop 1) about outreach and sensitization on SEA in communities; and 2) training of PSEA focal points. Suggestion to dissociate as needs be.
- 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 Victims Assistance Protocol.

### **Impact of Results**

The strategic and effective advocacy, planning and formulation of protection from sexual exploitation and abuse (PSEA), 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 programmes and projects in turn contribute 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.

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

**Education:** Advanced university degree or equivalent in public health, the social sciences or other relevant field related to CPIE/GBViE in emergency programming.

**Experience:** A minimum of 5 years of professional experience in design, implementation, and management of protection or GBV programming, PSEA and child safeguarding, preferably with the UN and/or international NGO.

- Experience working in humanitarian contexts. Familiarity with the latest development in PSEA, inter-agency PSEA responses and humanitarian cluster systems.
- 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.

**Language Requirements:** Fluency in English is required. Knowledge of Arabic is considered a strong asset.

### For every Child, you demonstrate...

UNICEF's Core Values of Care, Respect, Integrity, Trust and Accountability and Sustainability (CRITAS) underpin everything we do and how we do it. Get acquainted with Our Values Charter: [UNICEF Values](#).

### The UNICEF competencies required for this post are...

- (1) Builds and maintains partnerships.
- (2) Demonstrates self-awareness and ethical awareness.
- (3) Drive to achieve results for impact.
- (4) Innovates and embraces change.
- (5) Manages ambiguity and complexity.
- (6) Thinks and acts strategically.
- (7) Works collaboratively with others.
- (8) *Nurtures, leads, and manages people [for a supervisory role].*

Familiarize yourself with [our competency framework](#) and its different levels.

UNICEF is here to serve the world's most disadvantaged children and our global workforce must reflect the diversity of those children. [The UNICEF family is committed to include everyone](#), irrespective of their race/ethnicity, age, disability, gender identity, sexual orientation, religion, nationality, socio-economic background, or any other personal characteristic.

We offer a [wide range of benefits to our staff](#), including paid parental leave, time off for breastfeeding purposes [\[KR5\]](#), and [reasonable accommodation for persons with disabilities](#). UNICEF strongly encourages the use of flexible working arrangements.

UNICEF does not hire candidates who are married to children (persons under 18). 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 is committed to promoting the protection and safeguarding of all children. All selected candidates will undergo rigorous reference and background checks and will be expected to adhere to these standards and principles. 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.

UNICEF appointments are subject to medical clearance. Issuance of a visa by the host country of the duty station is required for IP positions and will be facilitated by UNICEF. Appointments may also be subject to inoculation (vaccination) requirements, including against SARS-CoV-2 (Covid). Should you be selected for a position with UNICEF, you either must be inoculated as required or receive a medical exemption from the relevant department of the UN. Otherwise, the selection will be canceled.

#### Remarks:

As per Article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity.

UNICEF's active commitment to diversity and inclusion is critical to deliver the best results for children. For this position, eligible and suitable ***[Insert candidates from targeted underrepresented groups]*** are encouraged to apply.

Government employees who are considered for employment with UNICEF are normally required [\[LK6\]](#) to resign from their government positions before taking up an assignment with UNICEF. UNICEF reserves the right to withdraw an offer of appointment, without compensation, if a visa or medical clearance is not obtained, or necessary inoculation requirements are not met, within a reasonable period for any reason.

UNICEF does not charge a processing fee at any stage of its recruitment, selection, and hiring processes (i.e., application stage, interview stage, validation stage, or appointment and training). UNICEF will not ask for applicants' bank account information.

All UNICEF positions are advertised, and only shortlisted candidates will be contacted and advance to the next stage of the selection process. An internal candidate performing at the level of the post in the relevant functional area, or an internal/external candidate in the corresponding Talent Group, may be selected, if suitable for the post, without assessment of other candidates.

Mobility is a condition of international professional employment with UNICEF and an underlying premise of the international civil service.

Additional information about working for UNICEF can be found [here](#).