

TERMS OF REFERENCE FOR TEMPORARY APPOINTMENT

Post Title:	Programme Specialist (Children Exploitation and Abuse)
Contract type:	Fixed Term
Proposed level:	P4
Duration:	24 months
Duty Station:	Damascus – with extensive travel to field offices
Supervisor:	The UNICEF Representative – with direct engagement with the Resident Coordinator and her/his Office, and dotted line to the co-lead for PCEA: UNHCR Representative

BACKGROUND

Children abuse and exploitation in humanitarian crises are global problems. 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 put them at higher risk of exploitation by those in positions of power. children 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, children 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 Middle East and North Africa region is extremely high and thus requires specialized, dedicated support to Country Offices.

The UN recognizes its role and responsibility, in fulfilling its mandate, to guard or protect vulnerable persons from children exploitation and abuse and to address such violations appropriately in its work. The UN aims at ensuring that its staff and implementing partners do not abuse their power and influence to exploit and harm others. Child safeguarding, including Protection from Exploitation and Abuse (PCEA), is an issue at the core of our business. As a humanitarian agency dedicated to child rights, we consider all cases of children exploitation and abuse extremely seriously and take all steps necessary to safeguard children within our operations. The UN has a zero-tolerance policy towards CEA.

The Syria inter-agency Network for the Protection from Children Exploitation and Abuse (SIAN-PCEA) was revitalized in 2018. The Network operates under the auspices of the Resident and Humanitarian Coordinator (RC/HC), who has the ultimate responsibility on inter-agency PCEA, and the Chairpersonship of the UNICEF and UNHCR's Representatives to ensure system-wide accountability, prevent and respond to CEA and protect vulnerable persons from such violations in the course of implementing UN programmes.

PURPOSE OF ASSIGNMENT:

The Programme Manager will directly report to the UNICEF Representative – with direct engagement with the Resident Coordinator and her/his Office, and dotted line to the co-lead for PCEA: UNHCR Representative

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The Programme Manager will develop and implement the UN PCEA Action Plan, which focuses on scaling up and taking forward the UN's prevention and response efforts to children exploitation and abuse. This will include conceptualizing and implementing PCEA prevention activities, responding to alleged PCEA cases that are reported (including reporting, investigating, and ensuring appropriate victim support), leading the inputs towards and liaising with the PCEA Taskforce and other inter-agency bodies addressing PCEA and making contributions to inter-agency PCEA response and monitoring, liaising with UN senior management at national, regional and international levels on the same.

The Programme Manager will be also responsible for building the capacity of UN staff, consultants, volunteers, and implementing partners on PCEA by providing dedicated technical assistance to the country office, designing and implementing targeted capacity building activities for UN staff and partners across different sectors, producing and disseminating relevant technical guidance, tools, and resources.

Additionally, in support of the UNHCR and UNICEF co-chairs of the PCEA In-Country Network, the Programme Manager will also provide substantive support to ensure that PCEA is meaningfully addressed at the UNCT and HCT meetings. The Programme Manager will present regular reports to the RC/HC and the Co-Chairs and quarterly reports to the UNCT and/or HCT.

MAIN DUTIES/RESPONSIBILITIES:

Internal capacity building and technical support:

Provide technical support, establishment and monitoring for the timely implementation of the UNCT PCEA Action Plan which will notably include a) streamlining internal measures to engage with the communities including through awareness raising activities and the establishment and roll out of community-

based complaint mechanisms; b) Prevention and capacity building activities to raise awareness and capacity of UN staff and Implementing partners to ensure adherence to SEA codes of conduct; c) Work on strengthening internal response mechanisms to have regular monitoring field systems, investigation and reporting procedures in place, and implement the Uniform Protocol on the provision of assistance to victims of children exploitation and abuse. d) mainstream the PCEA capacity strengthening across agencies and leverage specific strengths of agencies to improve prevention, awareness and reporting on PCEA across the board. Advise on any PCEA-related issues that require immediate action and advocacy.

Inter-agency Tasks:

Oversees, supports, and represents the Network in coordination with the other Network Chair and responsible for reporting on Network activities and anonymized complaint information to the RC/HC, Co-Chairs, UNCT and HCT; Represent the Network in relevant coordination bodies; liaising with partners and national counterparts; and advising stakeholders on good practices to support effective PCEA implementation; Lead with the other network Chair on the implementation of the Network's joint activities and work plan; Work closely with key national stakeholders and UN organizations, supports the establishment of an inter-agency coordination mechanisms on PCEA; and on PCEA complaints and response; Act as liaison and focal point for engagement with key national stakeholders on prevention and response; Regularly update and liaise with regional and global bodies to ensure awareness of global developments and good practices in PCEA, and up-to-date understanding of actions taken to prevent and respond to CEA in Syria.

Victim/Survivor assistance:

Support GBV risk mitigation efforts and contribute to the development, implementation and dissemination of global and regional guidance and strategies of specific relevance, including on Gender Based Violence, Violence against Children, the Centrality of Protection, and Accountability to Affected Populations. Ensure that mapping of critical services is regularly undertaken and ensure that all UN led programs are aware of how to refer survivors to critical survivor assistance in country.

Prevention:

Lead sensitization activities on CEA in communities- build capacity of UN staff in also conducting similar activities across programmatic response. Identify opportunities across UN programmes for community sensitization, risk assessment and capacity building on CEA

Reporting:

Support and advise the UN Resident Coordinator, the UNICEF and UNHCR Representatives on the reporting of CEA allegations through the internal

Notification Alert; Ensure SEA reporting mechanism and protocols are clearly understood by all UN staff and Implementing partner. The incumbent will also act as key staff in receiving complaints and reports about alleged CEA (from staff, partners, community members, other) based on the agreed reporting lines, and in adherence to the global reporting obligations. Once a complaint is received, to ensure that all information pertaining to complaints and reporting is handled and referred strictly in line with agreed protocols and the established global and Syria specific SOPs in place, both within an agency and at an interagency level.

Information Management:

Regularly update the database on CEA cases and case management of child victims' assistance to Ensure that all information sharing protocols are clearly understood as they pertain to internal UN agency requirements as well as are aligned to the interagency information sharing protocol

Knowledge Generation & Planning:

Document best PCEA practices and lessons learnt in Syria, in order to better inform ongoing PCEA work.

QUALIFICATIONS AND COMPETENCIES:

Education:

- Advanced university degree or equivalent in International Development, Human Rights, International Law, public health, the social sciences or other relevant field related to GBViE in emergency programming. *

Work Experience:

- A minimum of 8 years of professional experience in designing, implementation, and management of protection, GBV and PEA, preferably with the UN.
- Experience working in humanitarian and acute emergency contexts.
- Familiarity with the latest development in PEA, inter-agency PCEA responses and humanitarian cluster systems e.g HCT is an asset.
- Experience in and knowledge of UN and IASC policies and guidance related but not limited to PEA, AAP, GBV and Centrality of Protection.
- Proven success in developing and facilitating training and capacity-building activities on PEA.
- Experience developing complaint mechanisms as well as reporting and investigation procedures.
- Proven research skills and demonstrated expertise in analysis and development of technical papers, as well as programmatic guidance related to violence against children and women, in particular gender and child protection is an asset.

- Excellent communication, facilitation, and interpersonal skills as well as networking & advocacy skills.
- Proven ability to work independently under difficult conditions.
- Demonstrated ability to work in a multicultural environment and establish harmonious and effective working relationships, both within and outside the organization.

Language:

- Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) is an asset.

Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability

Core competencies

- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)