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| **TITLE:**  Gaza Child Protection in Emergencies Technical Advisor |
| **TEAM/PROGRAMME:** Programme Development & Quality  | **LOCATION:** Gaza |
| **GRADE**: 3  | **CONTRACT LENGTH:** 12 months |
| **CHILD SAFEGUARDING: (select only one)**Level 3: the role holder will have contact with children and/or young people either frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) due to the nature of this role in country programmes. |
| **ROLE PURPOSE:** The Child Protection in Emergencies Technical Advisor (CPiE TA) in Gaza will use their in-depth contextual understanding, technical expertise in Child Protection in Emergencies, and relationship building skills to define and deliver our strategic ambition for Child Protection and MHPSS in Gaza, in coordination with Save the Children’s Country Office Child Protection and MHPSS Technical Advisor based in the West Bank. The successful applicant will be expected to demonstrate internal and external technical leadership and commitment to programme quality. The post-holder will analyse learning from the first six months of the response to refine and strengthen the child protection programme including safe identification and referral, case management, community-based alternative care, and integrated group activities for children and parents/caregivers. That includes proposal development/resource mobilisation, developing/adapting technical resource (e.g. tools, guidance, and training materials), providing advice and support for quality implementation, and strengthening monitoring, evaluation, accountability, and learning (MEAL) across the programme. The role will lead the Child Protection technical unit and directly line manage three technical specialists including Case Management Specialist, MHPSS Specialist, and GBV Specialist. S/he will work closely with a range of Save the Children and partner colleagues and be expected to role model Save the Children principles and mentor newer colleagues.  |
| **SCOPE OF ROLE:** **Reports to:** Gaza Head of Technical Unit, Gaza**Staff reporting to this post:** Case Management Specialist, MHPSS Specialist, and GBV Specialist**Budget Responsibilities:** None**Role Dimensions**: The role is expected to foster relationships with a wide range of internal and external stakeholders including Country Office Programme Development & Quality team, advocacy colleagues, Ops colleagues, and local stakeholders and partners.  |
| **KEY AREAS OF ACCOUNTABILITY*****Needs assessment and analysis (approximately 5%)**** Continue to build on a child centred response across program thematic areas, based on the socio-ecological model.
* Lead and coordinate on child protection assessments and multi-sector assessments using/adapting SC and inter-agency assessment processes and tools.
* Identify safe and ethical opportunities to ensure children and affected community members can participate in needs assessments and response planning.

**Programme design and resource mobilisation (approximately 20%)*** Regularly review and revise the child protection and MHPSS response plan and associated programme master budget and master logframe to ensure the programme designs are appropriate and relevant for the Gaza context. Working closely with senior staff, support fundraising for child protection, including development of high-quality concept notes and proposals, and engagement with donors technical advisers.
* Lead on the contextualisation and adaptation of programming approaches related to case management, alternative care, MHPSS, integrated group activities, cash for protection, and child protection awareness-raising and advocacy.
* Pilot and learn from programming adaptations to continually strengthen services for children.
* Lead on the contextualisation and adaptation of technical resources (i.e. programme tools, guidance, and capacity building materials), promoting inter-agency collaboration and alignment as much as possible.
* Support Specialists to roll-out and build capacity on adapted programme approaches and technical resources amongst SC and partner staff.

**Technical support and advice to programme operations (approximately 20%)*** Work closely with Operations colleagues (especially Head of Operations and Child Protection Programme Manager and Coordinators) to promote the technical quality of programme implementation, e.g. by revising IPTTs, providing advice on procurements etc.
* Contribute actively to awards management, including awards review meetings, BVA follow up and procurement progress,
* Prepare timely programme and donor reports on child protection and MHPSS project activities in compliance with internal SC requirements and any relevant external donor requirements. This includes adapting standard tools to the reality on the ground.
* Provide technical oversight and guidance to the programme implementation teams to ensure that thematic programme components are technically sound, implementation methods are consistent with national and global strategies, acknowledged good practice (e.g. Save the Children Common Approaches)Monitor the quality of activities implementation in coordination with the technical specialist and program manager.

**Monitoring, Evaluation, Accountability, and Learning (MEAL) (approximately 15%)*** Work with Monitoring, Evaluation, Accountability & Learning (MEAL) teams to conduct quality monitoring against international standards through participatory methodologies that promote gender equality and social justice (including child-friendly and gender sensitive/transformative methodologies), and use the learnings to inform programming, in coordination with the Technical Advisor
* Work closely with the MEAL team put in place a child protection M & E plan for the programme and each project, ensuring this links to reporting requirements, and capacity build child protection and MEAL staff in carrying out the work.
* Ensure Quality Benchmarks monitoring of main CP programming areas.
* Identify opportunities for learning and research.
* Working closely with the Child Participation & Accountability Coordinator put in place accountability activities for child protection, ensuring that feedback from all relevant stakeholders is considered in programme design.
* Ensure that the humanitarian minimum standards are maintained in accordance with the Minimum Standards for Child Protection in Humanitarian Action, the Sphere Charter and Minimum Standards and the Core Humanitarian Standards.

Building a high performing team (approximately 20%)* Ensure effective working relationships between Gaza Child Protection technical team and oPt Country Office and regional/ global TE.
* Working closely with the HR team, identify child protection staffing needs (both national and international) for emergency programmes, and ensure rapid recruitment, induction and training of new staff.
* Support capacity development of thematic specialists under their line management with support from country office and regional/ global technical experts.
* Ensure that all staff understand and are able to perform their role in full spectrum programming
* Manage the performance of all staff in their team through:
	+ Effective use of the Performance Management System including the establishment of clear, measurable objectives, ongoing feedback, periodic reviews and fair and unbiased evaluations.
	+ Coaching, mentoring and other developmental opportunities.
	+ Recognition and rewards for outstanding performance.
	+ Documentation of performance that is less than satisfactory, with appropriate performance improvements/ workplans

***Capacity Building (approximately 10%)**** Develop learning needs assessment and capacity building plans for both SC and partner staff, linking capacity building initiatives to wider opportunities identified via coordination and network.
* Together with other sectors identify sector-integrated capacity building opportunities.
* Deliver and adapt trainings on the following thematic areas: safe identification and referral, case management, alternative care, MHPSS, integrated group activities, GBV prevention and risk mitigation, disability and inclusion mainstreaming and child protection community engagement and monitoring.
* Actively mentor and support national colleagues, acting as a role model at all times.
* Together with other sectors, identify sector-integrated capacity building opportunities.

***Representation, Advocacy & Organisational Learning (approximately 10%)**** Ensure that Save the Children's work is coordinated with efforts of other agencies and authorities
* Take a proactive a leadership role within Interagency Coordination forums, ensuring the specific needs of children are being addressed. This will involve taking the lead in the Child Protection Working Group and/or sub-groups, including developing/maintaining workplans and leading on strategic initiatives and resource development.
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| **BEHAVIOURS (Values in Practice**)**Accountability:*** holds self accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values
* holds their team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in accordance with the context, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.

**Ambition:*** sets ambitious and challenging goals for themselves and their team, takes responsibility for their own professional development and encourages their team to do the same
* widely shares Save the Children’s vision, and engages and motivates others
* future orientated, thinks strategically and on a national and global scale.

**Collaboration:*** builds and maintains effective relationships, with their team, colleagues, technical advisors and working groups, Members and external partners and supporters
* values diversity, sees it as a source of competitive strength
* approachable, good listener, easy to talk to.

**Creativity:*** develops and encourages new and innovative solutions
* willing to take disciplined risks.

**Integrity:*** honest, encourages openness and transparency; demonstrates highest levels of integrity

The post holder must commit to work in an international agency that promotes diversity, equity and inclusion and fights racism, gender inequality and discrimination in all forms; and to model positive behaviours that demonstrate a commitment to equality and respect to all colleagues, partners and communities.  |
| **QUALIFICATIONS** * Master’s degree in social work, Child Protection or related field, or equivalent experience
* Social Work, Child Protection, Child Welfare or related qualification
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| **EXPERIENCE AND SKILLS****Essential*** Experience working directly with children and families affected by violence and armed conflict.
* Strong background in child protection case management and alternative care.
* Significant experience of designing and implementing child protection programmes in first phase humanitarian responses.
* Previous experience in project management, including direct implementation, budget and expenditure planning.
* Experience working in a complex country programme in an emergency response or fragile state.
* Proven ability to lead on needs analysis and response design, including emergency preparedness planning, strategy development, and response planning.
* Proven ability on fundraising or business development, particularly strong project design skills with experience from donors such as BHA, ECHO, UNICEF, FCDO etc.
* Experience of adapting programming approaches and technical resources, including for mobile, integrated, and community-based programming.
* Experience designing research and other MEAL approaches, including child friendly feedback and complaints mechanisms.
* Proven ability to design/adapt and deliver training to staff, volunteers, and community members.
* Fluent written and spoken English.

**Desirable*** Familiarity with child protection in Gaza
* Fluent written and spoken Arabic.
* Skilled at networking, representation and partnership development in order promote learning, strengthen civil society and mobilise resources.
* Experience in implementing MHPSS programming
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| **KEY COMPETENCIES** **Technical competencies:*** Promotes optimum levels of child development
* Works to strengthen the components and linkages within the child protection system
* Prevents violence abuse exploitation and neglect of children
* Responds effectively and appropriately to violence, abuse, exploitation and neglect of children

**Generic Competencies*** *Being the Voice of Children*: Promotes evidence-based policy and public engagement that includes the voices of children and their communities
* *Advancing Equality & Inclusion*: Displays a commitment to ensuring everything we do considers the most deprived and marginalised children
* *Building & Strengthening Partnerships*: Promotes working with diverse partners as critical to delivery
* *Child Rights:* Promotes the rights of children in own work and in work with colleagues and peers
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| **Additional job responsibilities**The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. |
| **Equal Opportunities** The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures. |
| **Child Safeguarding:**We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse. |
| **Safeguarding our Staff:**The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy |
| **Health and Safety**The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. |
| **JD written by: Cat Byrne** | **Date: 31.05.24** |
| **JD agreed by: Rachael Cummings** | **Date: 03.12.24** |
| **Updated By: Apple Chaimontree** | **Date: 28.11.24** |
| **Evaluated:** | **Date:** |