ROLE PROFILE

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| Title | **Technical Specialist: Protection from Violence and CP** | | |
| Functional Area | Programme and Influence | | |
| Reports to | Protection from Violence Hub Lead  (dotted line to SNO) | | |
| Location | Flexible | Travel required (when this is possible) | TBD |
| Effective Date | Until June 2024 | Grade | TBD |

role PURPOSE

Plan International is an independent development and humanitarian organisation that advances children’s rights and equality for girls. We believe in the power and potential of every child. Working together with children, young people, our supporters and partners, we strive for a just world, tackling the root causes of the challenges facing girls and all vulnerable children.

Plan International’s global strategy: 100 Million Reasons (2017–22) prioritises protection from violence as one of its key thematic areas, reflecting the increased focus on youth. Protection from violence includes the area of child protection as well as Plan’s programming and influencing work with and for young people, with focus on young women up to the age of 24. Within our Protection from Violence work, Plan International promotes a system strengthening approach, with holistic interventions encompassing prevention and response in support of improved systems for protecting children, adolescents and youth. At global level, Plan will focus on developing good practice models for country level programming and influencing, tools and guidance, capacity-strengthening initiatives as well as generating research and evidence which supports Plan’s gender-transformative approach.

A comprehensive global training package has been developed over the past 2 years with participation of child protection practitioners from Plan and partners. It is now time to roll this training package out and to ensure that it is part of a wider capacity strengthening and learning agenda within the Protection from Violence area. The incumbent will lead this work.

Given current COVID-related restrictions, this role will carry out most of its actions through online platforms, including the first phase of the roll out of the CP training package. In the future, travel will be required in order to support Training of Trainers (ToTs) and trainings at regional and country level.   
  
The position will be placed in the Protection from Violence Hub within the Gender Transformative Policy and Practice department at Plan’s Global Hub. It will be part of the PfV Hub, taking part in ongoing work, including meetings and work planning. It will report to the PfV Hub Lead and work in close collaboration with the Child Protection in Emergencies Lead. Close collaboration is needed with Plan International Sweden for the 20% of time dedicated to technical support to countries in the Sida Civsam framework.

The purpose of this position, is to:

* Support the design and implementation of a global capacity strengthening framework that will include the roll-out of Plan International’s new comprehensive full spectrum Child Protection capacity strengthening package. This will include the development of and implementation of the capacity strengthening plan and M&E framework, as well as to coordinate and grow the CP and PfV learning offer to meet office and individual professional and development needs, building internal and linking with external learning and training opportunities; (80%)
* Support selected COs in the full program cycle; including planning, implementation and evaluation of CP related programs, including the development and testing of programming tools and documenting lessons learnt from Civsam supported programs. (in coordination with SNO)[[1]](#footnote-1) (20%)

Accountabilities

**1. Learning & Development**

**Capacity strengthening framework**

* Design, implement and measure a capacity building framework, including carrying out a capacity gaps assessment. Design a capacity building strategy and evaluation framework, based on the findings of the assessment, and support PfV and CPiE networks to include this in work plans and strategies at global, regional and country levels.
* Support COs to properly resource for and implement capacity building initiatives through guidance and tools, identification of regional capacity building focal points, develop a directory of capacity building tools for CP practitioners.

**On the Child Protection training package:**

* As part of the capacity-strengthening framework, lead the development, design and implementation of the multi-year roll out plan for the capacity building package in close collaboration with the PfV core group and network as well as the CPiE lead and network. The pilot countries will include, but not be limited to, some of the countries included in the Sida Civsam framework.
* Lead the launch of the global CP training package; ensuring participation of CO colleagues across development and humanitarian settings and partners and ensuring buy-in from managers
* Support and coordinate the continuous review and update of the comprehensive global CP package; including technical review, ensure incorporation of learnings and adjustments throughout and after the pilot.
* Support cohorts to adapt materials and training modules to specific needs, as for example online platforms and remote training.
* Support ROs and COs to conduct capacity gaps assessment and develop a capacity building plans as well as to roll out their own trainings at region and country level. The specialist will function as mentor and coach during online training periods for the different training cohorts.
* Ensure the build-in of continuous evaluation of the progress of learning of the participants in the training and tracking of self-evaluations.
* Design and implement a socialisation plan for the training package to ensure that the training package is known and available to everyone internally and widely externally

**On learning and knowledge management**

* Coordinate actions related to the learning agenda for the network - identify external learning opportunities aligned with the CP training package in order to offer a comprehensive learning package within the PfV area, including the CPiE network. Develop a learning agenda and workplan and use feedback to monitor performance in order to meet the PfV network members’ expectations, working with others as appropriate
* Work with the PfV Hub and CPiE team to develop and roll-out a regular schedule of learning activities in different formats as part of the learning agenda (including, for example courses, webinars, external learning opportunities, newsletters etc.) for technical staff. Ensure regular monitoring and evaluation of the effectiveness of the different learning resources.
* Set up and manage a mechanism for peer support between professional staff, particularly focused on learning exchange and capacity development in CP, including mentoring and coaching as well as peer to peer exchanges.
* Provide advice to management and technical professionals on professional growth and development in relation to Protection from Violence and child protection.
* Participate in relevant initiatives, technical networks and communities of practice that aim to share lessons, good practices for programme learning.

**2. Programme Support and Development:**

* In coordination with Plan International Sweden, support selected COs in the full program cycle; including planning, implementation and evaluation of CP related programs, including the development and testing of programming tools and documenting lessons learnt from programs within the SIDA CIVSAM framework.

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Key relationships

* Working with the colleagues of the PfV hub, including the Policy and Advocacy Lead and Hub Lead, Practice Lead, and Network Coordinator, as well as the CPiE Lead
* Working with colleagues in the Protection from Violence technical network, core group and leading the PfV L&D working group, the CPiE network including regional networks, as well as coordination with selected allies and champions of the network.
* Plan International Sweden PfV/CP colleagues
* Global Learning and Development team for the definition and implementation of the learning plan and strategies and the design of appropriate approaches to monitoring learning outcomes.
* Global Communications and Knowledge Management team for design, oversight and implementation of knowledge management processes and platforms for PfV/CP
* Global Technical Leads for other thematic areas, coordinators of selected communities of practice and technical network.
* Learning and Development Working Group under the Alliance for CP in Humanitarian Action currently co-led by Plan and UNICEF
* Other relevant actors working with protection related capacity strengthening initiatives that PI staff and partners could benefit from

Technical expertise, skills and knowledge

**Qualifications/ experience requirements:**

* Qualified to at least degree level and / or equivalent work experience in human rights, child rights, child protection, protection and/or gender studies
* Proven practical experience working with child protection and gender-based violence in international development and humanitarian settings; preferable direct experiences from working in countries where Plan implements programs.
* Extensive and proven experience in designing, coordinating and facilitating learning and capacity strengthening activities (face to face and online) and strategies with different audiences
* Theoretical and practical understanding of how to carry out training needs assessments
* Experience in coaching and mentoring focused on the needs of the individual, future performance improvement and in creating, inspiring and nurturing a culture of learning and development
* Proficiency in the use of digital environments and different platforms for Knowledge/Information Management and learning
* Proficient in English;

**Technical Competencies:**

* Understanding of the concept of child protection and protection of youth from all forms of violence and its application in development and/or humanitarian programming targeting vulnerable and excluded children, adolescents and youth; and practical experience in applying these concepts in projects and programmes
* Understanding of the concept of gender equality and its relationship with protection from violence, including taking a gender-transformative approach to violence prevention and response, and personal commitment to gender and inclusion
* Practical experience in providing technical support and advice to field staff and country offices
* Analytical skill and experience from using rigorous evidence and analysis to make choices and drive change
* Reflective and pro-active in developing and applying own technical expertise, keeping up to date with trends in theory and practice, and learning from others.
* Understanding of curriculum development and learning methodologies for adult learners, including development of lessons and learning content for adult learning using learner-centred approaches; course management; monitoring and evaluation of learning outcomes

**Business and Management Competencies**:

* Understands Plan International in context, including its purpose, values, and global strategy, and can communicate these to varied audiences
* Manages activities and resources, including planning and organising, financial planning and monitoring, and programme and project management and monitoring
* Manages people and information including evidence-based management, communication skills, both speaking and writing, and digital working, including personal digital skills
* Understands Plan International’s core risk-related standards (Child and Youth Safeguarding and Protection, Gender equality and inclusion, Counter Fraud, Safety and Security) and their implication for their work
* Communicates clearly, both in speaking and writing, adjusting to the needs and interests of diverse colleagues, partners, policy makers, and communities.
* Actively builds and maintains collaborative relationships with colleagues and partners, facilitating and negotiating to reach practical solutions for all parties, often without using positional power.
* Actively promotes diversity, gender equality and inclusion both internally and externally, challenging self, others and authority when behaviour and decisions are not supporting gender equality, inclusion and diversity
* Encourages, supports and coaches colleagues, partners, children and young people to develop their capability and take more responsibility.
* Critically self-reflective, both professionally and personally, of own values, biases, and norms in relation to gender and inclusion.

**Desirable**

* Language capacity in one of the following: French, Portuguese, Arabic and/or Spanish will be an advantage.

Plan International’s Values in Practice

**We are open and accountable**

We create a climate of trust inside and outside the organisation by being open, honest and transparent. We hold ourselves and others to account for the decisions we make and for our impact on others, while doing what we say we will do.

**We strive for lasting impact**

We strive to achieve significant and lasting impact on the lives of children and young people, and to secure equality for girls. We challenge ourselves to be bold, courageous, responsive, focused and innovative.

**We work well together**

We succeed by working effectively with others, inside and outside the organisation, including our sponsors and donors. We actively support our colleagues, helping them to achieve their goals. We come together to create and implement solutions in our teams, across Plan International, with children, girls, young people, communities and our partners.

**We are inclusive and empowering**

We respect all people, appreciate differences and challenge inequality in our programmes and our workplace. We support children, girls and young people to increase their confidence and to change their own lives. We empower our staff to give their best and develop their potential.

Physical Environment

Typical office environment, as well as travel to different field locations.

Level of contact with children

Mid contact: Occasional interaction with children

1. *Countries in the Civsam framework:*

   *APAC: Cambodia, Myanmar, Thailand, Timor Leste, Bangladesh.  
   MEESA: Egypt, Malawi, Rwanda, Uganda, Zambia, Lebanon.*

   *ROA: Bolivia, Haiti, Guatemala, regional programme.*

   *WACA: Benin, Mali, Togo.* [↑](#footnote-ref-1)