



Terms of Reference Child Protection Specialist (Counter Trafficking)

Background:

The crisis situation in Rakhine State in Myanmar has resulted in wide spread violence and mass displacement of Rohingya civilians across the border to Cox's Bazar in Bangladesh to find safety. The situation severely impacts the host communities by increasing the pressure on the existing services and potentially negatively affecting the local communities' economy and access to natural resources. Adolescent girls and boys (from both communities) are exposed on a daily basis to a range of protection risks such as the lack of economic resources, abuse and domestic violence, which could lead them to be more likely to run away and put themselves at higher risks of being trafficked and recruited into harmful work, transactional sex and drug dealing.

JOB PURPOSE:

Following the Rohingya's influx in Bangladesh, Plan International is setting up a CPIE prevention and response program in the refugee and host community, in Cox's Bazar district (Ukhyia and Teknaf). The scope of the Specialist position is to ensure child protection mechanism strengthening through the establishment of Community Based Child Protection and Case Management activities to prevent children and youth from becoming victims of sexual exploitation and trafficking and respond to the needs of children victims of trafficking and/or vulnerable families.

Plan International implements its Counter Trafficking Programme through direct implementation and in co-operation of its implementing partner YPSA.

Duration: 1 year (with the option for extension)

Job Location: Teknaf with occasional travel to Cox's Bazar

Reporting Lines: Programme Manager-CPIE

RESPONSIBILITIES AND TASKS

1. Provide technical support to ensure Counter Trafficking comprehensive programming and quality across the Plan International CPIE response

The Specialist will:

- Supervise and provide ongoing mentoring to Coordinator and Officers (including YPSA staff) on community based child protection and case management (community engagement, raising awareness, campaign, life skills training, vocational training, livelihood, youth engagement, GBV, SHRH, UASC, FTR etc). This includes review and development of programmatic tools, designing training modules/session and IEC materials. The Specialist will have to provide technical feedback to the team to ensure the quality of the service delivery and analyse the needs of teams to fill them
- Building evidence based knowledge through documentation and sharing of learning (i.e. on the causes and concomitants of trafficking, the extent of the problem and analysis of which measures are effective in combating it)
- Provide linkages with the Case Management and Family Tracing and Reunification work stream and ensure that referrals of vulnerable children from the Community Engagement team's work are followed-up.
- Provide regular updates to CPIE Programme Manager and CPIE/CM Advisor on the progress of the implementation, challenges faced, and additional support needed.
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The specialist will:

- Support the elaboration of the monthly and weekly work plan related to the implementation of the activities (coordination meetings in Teknaf and at times in Cox's Bazar).

- Consolidate the reporting (data collection, and narrative report) accordingly to donor/projects requirements to submit to the Programme Manager, CPiE Programme Lead and Advisors (international)
- Scope of the programmatic activities:
 - o Provide guidance and leadership to set up, supervise and monitor awareness raising/ psychosocial activities ensuring Child protection minimum standards, child safeguarding policies, and child/youth participation and gender balance
 - o Coordinate with the CIC and other relevant actors in the camp in Teknaf sub-district
 - o Set up, supervise and monitor youth club activities and the quality of the life skills sessions delivered by the workers and the volunteers
 - o Set up, supervise and monitor the communication with community /PSS component of the programme : child protection community based groups (CPCBG) activities, design and lead need assessment for strategic programing, solve issues on the field during the implementation, provide on-going technical support of the team to deliver the activities in a qualitative, friendly and timely manner)
 - o Support the design and the organization of the Advocacy activities (campaign, radio broad cast...)
 - o Ensure providing quality Case Management service and conduct service mapping in Teknaf
 - o Establishment of community based feedback and reporting mechanism
 - o Setting up programme to support caregivers of trafficked children in host community to receive IGA support for parents and vocational training for adolescents

2. Staff Capacity Building

- Design and facilitate staff capacity building plan for Plan/YPSA staff, DSS, and Police
- Supervise the entire CBCP/CM team (validate leave, sanction, recruitment)
- Contribute to recruitment of coordinators, Officer position and volunteers
- Provide on-the-job coaching and support to the Coordinators and Officers (of Plan International and partner organization) in technical aspects of the program.
- Design and facilitate capacity development activities/ training of CBCP/CM staff in the areas of implementing (human trafficking, youth engagement, livelihood, caring for child survivors, child victim of trafficking) community based child protection (mapping of existing community structures, community dialogue and engagement, awareness raising activities, parenting sessions, etc.) and in responding to the needs of adolescents (psychosocial support, life skills, etc.)

3. Coordination

- **External Representation:** He/she represents Plan International in relevant coordination meetings in Teknaf, camp level and sometimes in Cox's Bazar (in collaboration with the Programme Manager/Advisor)
- Staff meeting in Teknaf

DIMENSIONS

1. **Budget/Asset Management:** This role has a component on budget management. The Specialist, in collaboration with the International Advisors will need to monitor expenditure of the "Children Not for Sale" project - related interventions implemented by Plan and the partner organization for relevant projects: DIP, procurement plan, financial tracking.
2. **Direct and Indirect Reports:** The position holder will report to the CPiE Programme Lead, Programme Manager and Advisor of this response programme, and directly manage the CWC/PSS specialist who is responsible for the direct supervision and monitoring of implementation of field level coordinators and CWC/PSS Workers.
3. **Communications Requirement:** The Child Protection Specialist will work in close collaboration with the following individuals:
 - a. CPiE Programme Lead, Programme Manager, CBCP and CM Advisor and the CPiE response team
 - b. Plan International Bangladesh's National Child Protection Advisor
 - c. Other sector colleagues (ex: education, WASH, etc.)
 - d. Through the Advisors, provide technical inputs to proposal development and compliance/reporting for ongoing projects.
 - e. YPSA implementing partner

4. **Risk Management:** He/she will take a proactive stance in identifying and mitigating exploitation and abuse and follow Plan International's Child Protection Policy and code of conduct.
5. **External Representation:** He/she represents Plan International in Human Trafficking related meetings
6. **Area of Responsibility:** Ensures technical supports and capacity building of Plan and Partner staff members on CM in Cox's Bazar.

CORE COMPETENCIES

Technical Skills

- **English working skills mandatory**
- Previous experience working in Child Protection, Human Trafficking, Case Management, as well as in Community Based activities, youth engagement, advocacy and Psychosocial Support service provision.
- Coordination and team management
- University degree in social work, psychology, social sciences or related field.
- Good knowledge and understanding of humanitarian principles and established international child protection minimum standards.
- Experience in implementing programs focusing on: working with vulnerable children, social work with children and families, working with child survivors of violence, children outside of parental care, psychosocial support, etc.
- Proven project management skills, including in monitoring and evaluation for child protection projects.
- Proven experience of providing training and capacity building on child protection technical areas with a variety of audiences.

Skills and Behaviours

- Ability to work independently and as a team player who demonstrates leadership and is able to support and train local staff and also able to work with disaster affected communities in a sensitive and participatory manner.
- Well-developed written and oral communication skills. Able to communicate clearly and sensitively with internal and external stakeholders as a representative of Plan. This includes effective negotiation and representation skills.
- Works with trustworthiness and integrity and has a clear commitment to Plan's core values and humanitarian principles.
- Ability to operate effectively under extreme circumstances including stress, high security risks and harsh living conditions. Works and lives with a flexible, adaptable and resilient manner.
- Demonstrates awareness and sensitivity to gender and diversity. Have experience and the ability to live and work in diverse cultural contexts in a culturally appropriate manner. Has a capacity to make accurate self-assessment particularly in high stress and high security contexts.
- Is well planned and organized even within a fluid working environment and has a capacity for initiative and decision making with competent analytical and problem solving skills.
- Knowledge of Plan policies and procedures, Sphere and the Red Cross/ NGO Code of Conduct. Requires general finance, administration, information management and telecommunication skills and proficiency in information technology/ computer skills.
- About 4-5 years working in a humanitarian context - experience in working with refugees or IDPs is preferable.
- Fluency in English and Bangla (both reading and writing)
- Prior experience of working in greater Chittagong Division and knowledge of Chittagong or Rohingya is a plus