

Position	Community Based Child Protection Advisor	Grade	D2
Department & Location	Rohingya Influx Response – Child Protection in Emergencies Team, Cox’s Bazar	Date	
Reports to (Position)	CPIE Quality Team Lead		
Purpose:	To provide technical leadership to the portfolio of community based approaches in the child protection team, including multipurpose centers and safe spaces, life skills and positive parenting sessions, the formation and support of child protection community mechanisms and child friendly feedback mechanisms, staff or community-led awareness raising and dialogue on child protection issues, to ensure that the team has the tools and capacity to meaningfully engage children, their caregivers and community in their own protection.		
Dimensions of Role	Reporting to the Child Protection in Emergencies Quality Team Lead, the incumbent will not have any line management responsibility, but will oversee the quality of the community based programme through a matrix management structure, offering direct support to a Community Based Child Protection Specialist and to a growing team of Programme and Project Mangers, Coordinators and Officers.		
Typical Responsibilities	<p>1. Programme Support (75%):</p> <ul style="list-style-type: none"> • Maintain abreast of sectoral developments in the area of community based approaches, child participation, accountability and communicating with communities, and routinely contextualize minimum standards and evidence based approaches for application in the Cox Bazar programme • Conduct regular gap analyses of new and existing projects and develop supporting programming tools (e.g. ToT packages, manuals, guidance notes) as required, and train the field team in their use. • Develop and implement a targeted capacity building plan for field teams (Specialists, Coordinators, Officers, Members of Community Mechanisms) including knowledge, skills and approaches, not limited to training, mentoring and on the job coaching • Support MER&A Specialist on development of MEAL framework for all interventions with a community based protection component (including quality indicators) and associated monitoring tools, train senior team members in their use, and undertake monitoring visits on the reach and quality of programme interventions • Support the Community Based Child Protection Specialist in developing and implementing remedial actions and interventions to improve programme quality on the basis of internal monitoring, data reports and analysis • Provide cross cutting technical guidance on child participation, accountability and communicating with communities across other sectors, notably education interventions, throughout the programme cycle <p>2. Inter-Agency Coordination (20%)</p> <ul style="list-style-type: none"> • Actively participate in inter-agency forums as required, including the PSS Working Group, Youth Working Group, Communicating with Communities/C4D Working Group and Taskforces within the Child Protection Sub Sector • Plan and mobilise Plan’s effective engagement in inter-agency initiatives, such as assessments, evaluations and ensure that commitments are reflected in internal work plans and budgets 		

	<p>3. Donor Engagement and Advocacy (5%):</p> <ul style="list-style-type: none"> • Provide technical input and ensure that field needs and strategic priorities are reflected in concept notes, budgets and proposals • Technically review internal and donor reports, to ensure relevance, timeliness and quality of reporting
<p>Selection Criteria: Core Competencies</p>	<p>Technical Skills:</p> <ul style="list-style-type: none"> • Extensive experience working planning, implementing and monitoring community based protection service provision • University degree in social work, psychology, anthropology, public health 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 coordination skills, including consensus building, conflict management, project management skills (ex: monitoring and evaluation), effective communication and collaboration, meeting management, etc. • Proven experience of providing training and capacity building on community based protection related technical areas with a variety of audiences. <p>Skills and Behaviors:</p> <ul style="list-style-type: none"> • Ability to work in collaboration with others 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. 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 difficult circumstances including stress and increased security risks . • Flexible and adaptable. • Demonstrates awareness and sensitivity to gender, culture and diversity. • 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 is an advantage • At least 5 years working in protection programming, • Experience in Rohingya response is an advantage • Fluency in written and spoken English <p>Duration of the assignment: 12 months</p>

	<p>Location: Cox's Bazar with frequent travel to Ukhiya Office, Teknaf Office and activitiy locations both in camps and host communities</p> <p>Availability: Immediate</p>
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