



## **Plan International Myanmar**

### **Job Advertisement for Child Protection Specialist**

Plan International is an international child and youth development organization dedicated to promote the realization of children and young people's rights, especially girl's rights, in both development and humanitarian settings. Plan International in Myanmar is supporting a broad spectrum of initiatives designed to support integrated child development and youth empowerment outcomes that are strategically aligned with the priorities. Sectors of focus include: Early Childhood Care and Development (ECCD), Water, Sanitation and Hygiene (WASH), Resilience and Disaster Risk Reduction (DRR), Child Protection (CP), Education, Non Formal Education (NFE), Youth and Adolescent Development, Skill and Opportunities for Youth Employment and Entrepreneurship (SOYEE) and General Food Distribution (GFD).

Plan International is committed to creating a safe environment for children and programme participants, including promoting child and programme participant safe practices, approaches, interventions and environments which respect, recognise and respond to the specific safeguarding needs and the different protection risks faced by children and programme participants based on their gender and other identities. We will challenge and do not tolerate inequality, discrimination or exclusion.

<b>Position</b>	: Child Protection Specialist
<b>Report to</b>	: Protection Advisor
<b>Number of Position</b>	: 1 Position
<b>Location</b>	: Yangon, Country Office
<b>Assignment Type</b>	: One Year Contract with possible extension
<b>Application Closing Date</b>	: 15 <sup>th</sup> July 2024, 5:00 PM
<b>Travel Percentage</b>	: 50% travel to the project areas

#### **Job purpose:**

The overall goal of the position is to strengthen PIM child protection programming to design and deliver high quality services to children, adolescents and their families and communities. The Child Protection Specialist is responsible for designing and managing capacity building activities for Child Protection teams working in both development and humanitarian contexts and ensuring that Child Protection staff, partners and community volunteers have the skills to perform their duties. The Child Protection Specialist is responsible for ensuring that child protection case workers deliver quality care for vulnerable children and families. The Specialist will provide ongoing systematic technical support for new programming thematic areas such as Child Early and Forced Marriage and Union (CEFMU) and Sexual and Gender-based Violence (SGBV).

#### **Dimension of the role:**

##### **Capacity Building**

- Identify and assess capacity building needs of child protection teams, including the specific needs of community volunteers and non-protection sector teams in protection mainstreaming activities;
- Develop capacity building plans and rigorous systems to continuously strengthen the capacities of staff, partners and community volunteers;
- Develop and deliver tailored training for child protection teams and non-protection sector teams;
- Implement various training methods, including innovative and creative methods and technology, as relevant to enhance skills and performance of CP staff, partners and community volunteers and link capacity building initiatives to wider opportunities identified via coordination and networks;



Until we are all equal

- Provide child protection staff, partners and community volunteers and non-protection sector teams with the tools, resources and guidance necessary to implement activities in line with humanitarian principles and principles relevant to their technical areas;
- Visit project areas and mentor child protection staff, partners and community volunteers on-site;
- Regularly monitor effectiveness of capacity building efforts and take actions accordingly;
- Work closely with the HR team, guide/lead on Child Protection induction and training of new staff and contractors.

### **Assessment and Programme Design and Implementation**

- Support/lead on child protection needs assessments, including in emergencies coordinating with the Monitoring, Evaluation and Research (MER) team and PIM's other programmatic areas, ensuring assessment findings are documented and disseminated;
- Support the Protection Advisor in the formulation of child protection strategies, position papers, minimum standards, guidance etc;
- Ensure that child protection interventions are aligned with the Child Protection Minimum Standards in Humanitarian Action and other existing global guidelines and tools, including approaches for CEFMU and child survivors of SGBV;
- Provide ongoing systematic technical support for new programming thematic areas such as CEFMU and SGBV;
- Provide analytical support on a wide-range of child protection issues focusing on SGBV, CEFMU, psychosocial support in emergency contexts to strengthen and advance the country programme;
- Collaborate with non-protection teams and ensure that child protection and protection is mainstreamed and integrated into non-protection sectors;
- Foster relationships with a wide range of internal and external stakeholders including Child Protection teams, specialist/s, PUs and other sector programme teams. In particular, it is expected to be an active member of inter-agency Child Protection coordination mechanisms and thematic groups;
- Keep updated of child protection issues, trends and needs in the country and locations of Plan Myanmar's operations, especially in humanitarian contexts and regularly inform the Protection Advisor or the Senior Protection Specialist (Consultant);
- Keep abreast of child protection innovations and trends; and
- Take other tasks assigned by Protection Advisor and PDQ Director.

### **Case Management**

- Be responsible for ensuring that child protection case managers deliver quality care for vulnerable children and families;
- Strengthen case management supervisors' confidence and capacity to support and care for case workers;
- Ensure that each case management team keeps the most updated service mapping and referral pathways and proactively seeks alternatives where there are no services available in their particular locations;
- Serve as a CPIMS+ manager for the country program to strengthen case management through modern information management technology;
- Strengthen case management supervisors' capacity to support case workers in using CPIMS+, digital forms and workflows when documenting case management processes, from identification and registration, to assessment, case planning, referrals, tracking service provision, and case closure;
- Oversee operations and services delivered by case workers and case management supervisors and provide necessary support effectively to ensure that each case client receives best possible quality care in a timely manner;



Until we are all equal

- Ensure regular coordination meetings, case review meetings and conferences are conducted to reflect on progress and to accommodate the lessons learned and improve case management system accordingly; and
- Ensure that the inter-agency Case Management Standard Operating Procedures and guidelines are upheld in case management processes.

### **Monitoring and Evaluation, Reporting and Accountability**

- Work closely with the Monitoring & Evaluation (M&E) team develop a context-specific child protection M&E framework and tools for quality programme delivery;
- Support child protection projects and teams in preparing timely reports in compliance with internal and donor requirements;
- Document key learning from the child protection interventions; and
- Establish accountability activities for child protection, including child-friendly feedback mechanisms ensuring that feedback from all relevant stakeholders, especially children and adolescents is considered throughout all phases of programming.

### **Resource Mobilization**

- Collaborate in identifying new funding channels and design log frames and theory of change for new funding opportunities and provide inputs during proposal writing process as needed; and
- Lead Budget Development process for new funding opportunities.

### **Global Safeguarding (PSHEA) Policy Implementation:**

- Ensure the delivery technical guidance to Protection programs and activities in accordance with Safeguarding policies, procedures and guidance incorporate measures described in the standard Delivering Safe programming and influencing work. This includes conducting risk assessments and implementing safeguarding protocols;
- Design and deliver project activities in line with the safeguarding standard Delivering Safe programming and influencing work;
- Create a safe and supportive environment for all community members, particularly vulnerable groups such as women, children, and LGBTQ+ individuals;
- Ensure their work does not put children and programme participants at risk by continuously evaluating it through a safeguarding perspective, data privacy and discussing potential design or implementation with the children and programme participants;
- Promote the importance of safeguarding and PSHEA to colleagues in other organizations and children, their families, beneficiaries, and the wider community; and
- Assume responsibility for reporting any instances of suspected child abuse or neglect immediately as per Plan Myanmar's policy.

### **Qualifications, Skills & Experience:**

#### **Essential**

- Advanced degree, ideally in social work, human rights, community development or related degree.
- Minimum 5 years of demonstrated professional experience in child protection, including Child, Early and Forced Marriage and Union
- Excellent training facilitation skills and extensive capacity building experience
- Demonstrated experience in child protection case management and supervising case workers
- Strong understanding of international humanitarian standards and Child Protection Minimum Standards
- Experience of working with children and adolescents, especially with adolescent girls in their diversities and to promote their agency role



Until we are all equal

- Experience in protection and/or child protection mainstreaming in non-protection sectors
- Excellent analytical and strategic planning skills
- Strong desire to learn, openness to new ideas and ability to keep abreast of trends in the child protection sector
- Excellent communication skills
- Strong interpersonal and team building skills
- Ability to work in a diverse, multi-cultural setting with sensitivity to the local context.
- Ability to work under pressure, as part of a team or independently, and meet deadlines.
- Strong experience and knowledge of the Do No Harm and conflict sensitivity approaches.
- Willingness to travel to remote areas and spend time in the field.
- Proficiency in English and Myanmar Language (reading, writing and spoken)

#### **Desirable**

- Creative thinking and innovation skills
- Experience of using Child Protection and/or Gender-based Violence Information Management System
- Experience working directly with vulnerable groups of children and adolescent girls

#### **How to apply:**

Interested candidates who meet the above requirements are required to submit a cover letter, a comprehensive CV and details of three referees via e-mail only to: [Myanmar.CO@plan-international.org](mailto:Myanmar.CO@plan-international.org). Late applications will not be considered.

Subject line for application: “**Child Protection Specialist\_Yangon**”.

Reference & background checks will be performed for successful candidates. Only shortlisted candidates will be contacted. Plan International is an equal opportunity employer and women are encouraged to apply. Plan International Myanmar is committed to the well-being of children, youth, and adults, and upholds the principles of gender equality. We have zero tolerance for Safeguarding and PSHEA issues. All staff and associates of Plan International Myanmar are required to sign and adhere to our Safeguarding Policy and PSHEA Policy at all times.

*Early application is encouraged and highly recommended as we will review applications throughout the advertising period and reserve the right to close the advert early.*