

Plan International Myanmar
Job Advertisement for Child Protection Officer (CP Mainstreaming)

Plan International is a global organization focused on advancing the rights of children and youth, especially girls, across both development and humanitarian contexts.

In Myanmar, Plan International implements integrated programming focused on child development and youth empowerment, with a special emphasis on supporting girls and young women. Our program areas encompass Early Childhood Care and Development (ECCD), Water, Sanitation, and Hygiene (WASH), Resilience and Disaster Risk Reduction (DRR), Child Protection, and Education. Additionally, we focus on Youth and Adolescent Development through Skills and Opportunities for Youth Employment and Entrepreneurship (SOYEE), as well as Leadership and Life Skills Development. Our efforts also extend to ensuring Food and Nutrition Security to promote healthier and more resilient communities.

Plan International is dedicated to creating safe environments for children and program participants, promoting practices that address their specific safeguarding needs and protection risks. We actively challenge and do not tolerate inequality, discrimination, or exclusion.

Position	: Child Protection Officer (CP Mainstreaming)
Report to	: Program Unit Manager
Number of Position	: 1 Position
Location	: Sittwe, Rakhine State
Assignment Type	: 3 Month contract with possible extension
Application Closing Date	: 17 th June 2025, 5:00 PM
Travel Percentage	: 75%

Job purpose:

Plan International Myanmar is seeking a Child Protection Officer (CP Mainstreaming) to support awareness session for child protection mainstreaming activities, Preventing Sexual Harassment Exploitation and abuse and Child Safeguarding and ensure that technical human resources and capacity are in place. The Child Protection Officer will be responsible for supporting mainstreaming CPiE, PSHEA and Child Safeguarding and safe programming into non-protection projects, in particular, cash-based transfer (CBT)/ food security, nutrition, WASH and education projects implemented in selected camps and villages of Sittwe township. The Child Protection Officer will focus on planning, implementation and monitoring of CPiE activities in collaboration and coordination with non-protection Project Managers. This is a full-time position based in Sittwe with at least 75% of the time spent in the field.

Dimension of the Role:

- Mainstream child protection into non-protection sectors/projects, in particular CBT/food security, nutrition, WASH and education projects in Sittwe.
- Serve as the child protection focal point for the non-protection sectors/projects to mainstream child protection into the projects.
- Serve as a coordination body between protection actors and the non-protection sectors/projects and refer to protection services children and other beneficiaries identified during the project implementation.
- Lead planning, implementation and evaluation of child protection activities, including CPiE training for non-protection sectors/projects' staff, volunteers and beneficiaries.

- Collaborate with the non-protection teams to assess and mitigate safeguarding risks throughout the project cycles.
- Ensure that the relevant staff and volunteers maintain contact with community leaders, parents and children and identify safeguarding and protection risks and vulnerable children and families who are excluded from and having challenges in accessing humanitarian assistance.
- Comply with Plan's financial operation procedure for any financial related issues or work.
- Ensure all staff and stakeholders PIM engages with, are aware of and understand protection issues, responsibilities for a safe, respectful and inclusive environment for children, young people and programme participants and policy awareness, reporting, response and redressal mechanisms – in development and humanitarian contexts.
- Lead and develop protection response plan (integration and mainstreaming) and required budgets for adherence and enhancement of PIM's overall response strategy.
- Develop PIM's programming in the following areas:
 - Support to the psychosocial (physical, social, emotional) wellbeing of children and their families
 - Prevention and response programmes to the main risks for children's exposure to harm and exploitation (Gender based violence, protection from abuse and harm, child early forced marriage, child labor).

Key Responsibilities:

- Under the technical guidance of the CP Specialist and the Safeguarding and PSHEA specialist, lead the effective and efficient implementation of protection activities in Plan's humanitarian non-protection projects in Sittwe townships, Rakhine State, by carrying out day-to-day duties in line with Plan Myanmar's Guidelines and Policies
- Any other tasks as required by the PUM, CP Specialist and the Safeguarding and PSHEA specialist.
- Lead child protection and safeguarding risk assessment and mitigation planning during the CBT/food security, nutrition projects' planning and post distribution monitoring and in regard to safety in school/ temporary learning spaces (TLS) and Non-Formal Education (NFE) in consultation with the communities, children and project staffs.
- Lead developing monthly, quarterly and annual work plans in collaboration and coordination with the relevant staff members and stakeholders.
- Ensure and clear effective work plans for protection.
- Ensure that Child Protection Minimum Standards are taken into account in planning of CPiE activities.
- Identify assistance gaps and needs for child protection in targeted communities and design detailed activities through close consultation with girls and boys and caregivers with gender sensitive and inclusive approach.
- Lead implementation of protection activities in targeted projects with support from the Project Managers and technical guidance of the Child Protection Specialist.
- Serve as the focal point for protection mainstreaming into non-protection sectors/projects.
- Ensure humanitarian assistance reaches all members of the affected population, and identify children who may have difficulty accessing cash, education and other services.
- Collaborate with child protection actors to identify and implement strategies to overcome barriers.
- Train project staff on safeguarding, child protection concerns, principles and approaches so they can safely, correctly and efficiently refer disclosed or identified sexual and gender-based violence and child protection cases occurring in the communities, schools and during the implementation of the project.
- Ensure that the teams identify households and beneficiaries of CBT and food security projects who are at risk and refer to protection services.

- Ensure that effective training and workshops are carried out for children, parents, teachers and community members and authorities on child protection, parenting, positive discipline in parenting and teaching, psychosocial support and other related topics.
- Promote the full and equal participation of girls and boys in all aspects of the projects
- Seek technical assistance from the Project Managers and CPiE Specialist.
- Perform regular monitoring visits to the project fields as necessary.
- Ensure that protection needs of children and gaps and risks in implementation of projects' activities in targeted communities and schools/TLSs are assessed on a regular basis and use this information to inform programming and adapt activities subsequently.
- In collaboration with the CBT teams, during the post distribution monitoring (PDM), regularly measure outcomes of cash assistance on the wellbeing of children and families.
- In collaboration with the education project teams, regularly measure changes taken towards ensuring the safety of children in schools and TLSs.
- Ensure monitoring of project activities is carried out frequently.
- Produce project activities reports and field monitoring and PDM reports in a timely manner.
- Support PUM, PMs and CP Specialist for ongoing coordination with relevant stakeholders at local and state level and provide necessary information to support external representation of the programme.
- Represent Plan's values and project objectives in Rakhine state with clear and consistent communications with stakeholders including communities.
- Complete other tasks assigned by the PUM and CP Specialist.

Safeguarding and PSHEA

- Ensure the delivery child 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, deliver and assist to PM in CBT project activities are 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.
- Assume responsibility for reporting any instances of suspected child abuse or neglect immediately as per Plan Myanmar's policy.

Qualifications, Skills & Experience:

- University degree in the relevant field, preferably Education.
- Experience working in planning, implementing, monitoring of child protection in emergencies projects.
- Knowledge of cash and voucher assistance and/or education programming.
- Experience of mainstreaming child protection into livelihoods/cash and voucher assistance and/or education programming is preferable.
- Experience and skills to deliver and facilitate trainings and workshops for staff, children and communities.



Until we are all equal

- Ability to manage resources (staff, budgets, work) to deliver results to agreed quality standards.
- Familiarity with and experience in applying with international humanitarian standards and principles.
- Understanding of the Rakhine context and understanding of protection issues of conflict-affected children and families.
- Experience in working and collaborating with different stakeholders, including communities and children.
- Ability to work under pressure, as part of a team and independently, and meet deadlines.
- Strong team work and collaboration attitude and skills.
- Good English language skills.
- Willingness to learn, grow and build own capacity.
- Willingness to travel to remote and conflict-affected areas.
- Command of MS Office applications (Word, Excel)

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. Late applications will not be considered.

Subject line for application: **"Child Protection Officer (CP Mainstreaming) _ Sittwe"**.

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.