

## Plan International Myanmar

### Terms of Reference

#### Technical Specialist (GBV) Consultancy

<b>Position</b>	: Technical Specialist (Gender Based Violence)
<b>Report to</b>	: Deputy Program Manager
<b>Number of Position</b>	: 1 Position
<b>Location</b>	: Myitkyina, Kachin State
<b>Consultancy Duration</b>	: 10 Months
<b>Travel percentage</b>	: 20% and frequent travel to the project areas
<b>Application Closing Date</b>	: 21 <sup>st</sup> April 2025, 5:00 PM

#### ABOUT PLAN INTERNATIONAL MYANMAR

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.

#### JOB PURPOSE

Plan Myanmar believes that gender equality is central to achieving our vision for change: a world in which all children, both girls and boys, realize their full potential in societies that respect people's rights and dignity. The importance of gender equality is referred to in our current 5-year Country Office strategy, which supports the rights of marginalized children and young adults--especially girls--through: (1) enhancing their agency and capacity; (2) encouraging girls' greater participation and "voice" as agents of change; (3) deliberating advocating, influencing and engaging with government, and; (4) implementing high-quality, scalable and gender-transformative programs designed using an evidence-based framework and interventions. The goal of this Gender-Transformative Strategy is to lay out the steps that Plan Myanmar can follow to make gender equality a fundamental feature of all our programming and operations and to be a leader in the gender space in Myanmar.

#### DIMENSION OF THE ROLE

The Technical Specialist Consultant will be responsible for supporting CP/GBV and Disability Inclusion across all modules, materials and training packages for Staff, partner. She/He will serve as a specialist, working under the technical supervision of the Gender Equality & Inclusion Advisor and Child Protection Advisor, while collaborating with cross-functional teams to ensure the effective implementation of project activities. The position is based in Myitkyina office and will require frequent travel to the project sites.

## SCOPE OF WORK AND ACCOUNTABILITIES

- **Capacity Building and Training:**

- Providing training and capacity building: Train staff, partners, and communities on GBV prevention, survivor-centered approaches, and safe referral pathways.
- Lead to prepare guideline, curriculum, facilitator note, and community awareness raising guideline align with SoP for GBV intervention in Humanitarian Setting and Plan International's GBV guideline.
- Identify and assess capacity building needs of child protection case officers, including the specific needs of community volunteers in protection mainstreaming activities.
- Provide child protection technical support and guidance to implement activities of partner staff and community volunteers.
- If it is necessary, the Technical Specialist will provide mentorship and coaching to the partner organization to make sure utilization of child-friendly methods when working with children and young people in the field.

- **Coordination and Collaboration**

- Coordinate with GBV actors to maintain referral networks to connect survivors to ensure for receiving necessary services (e.g health, safehouse, legal assistance, and counseling).

- **Survivor Center approach**

- Provide technical support to staff and partner to make sure all GBV preventions and respond are adolescent-friendly and survivor-centered approach.
- Ensure regular supervision and feedback to staff that include regular case review, close, and case documentation through providing constructive feedback to case officers and supervisor on their handing of cases.
- Strengthen case management supervisors' confidence and capacity to support and care of case workers.

- **Gender Equality and Disability Inclusion**

- Ensure that all GBV related materials, including information, Education and communication, are accessible to PWD/CWD survivors.
- Provide Technical support on implementation of case management approach to meet unique needs of PWD/CWD.
- Coordinate closely with OPDs to ensure that GBV prevention and response more effective in the area.
- Provide technical support to ensure that staff are bringing a gender and disability inclusion lens to their outreach to communities in the areas where the projects are operating, aiming to be gender transformative.
- Support Gender and CP Technical leads to ensure GBV and CP mainstreaming in the new project proposal development.

- **Reporting**

- Equip the team with the necessary skill related to manage and report incidents of CP/GBV, ensuring a standardized and confidential approach to CPIMS/GBVIMS, reporting in alignment with Plan International's safeguarding protocols.
- Work with M&E and Gender and Inclusion Team for identifying and monitoring sex, age and disability disaggregated data to enable use of information for gender and Disability mainstreaming and reporting.

## GLOBAL SAFEGUARDING AND PSHEA POLICY IMPLEMENTATION:

- Ensure the delivery of 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.
- Develop knowledge and skills for implementing safeguarding standards.
- Identify gaps in knowledge and skills in implementing safeguarding standards and address.
- 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.

## DURATION AND WORKING HOUR OF THE ASSIGNMENT

- The consultant is required to work a minimum of 10 working days per months, with 8 hours per working day.
- The consultant must be present in person at the Myitkyina Office on the working days.
- The consultancy duration is 10 months with possible extension

## PAYMENT

The payment will be proceeded on a monthly basis, contingent upon submission of the monthly invoice, timesheet, and required payment documents along with approval from the Line Manager.

## DEALING WITH PROBLEMS

The post holder is expected to be able to identify problems with the respective project/team and solve those independently using innovative/creative solutions. Plan Myanmar is experiencing growth so there is an opportunity to establish high quality and innovative projects that are in line with Plan's strategy. However, this will require a good deal of work and technical capacity.

## LEVEL OF CONTACT

**Mid level** : Minimal direct interaction with children.

## QUALIFICATIONS:

- Advanced degree, ideally in a subject related to Gender studies, social studies, community development.
- Minimum three to four years of demonstrated professional experience leading or advising on programmes and organization that are mainstreaming CP/ GBV/ Gender and disability inclusion.
- Proven track record of experience in assessing, building capacity, monitoring on gender equality outcomes in Staff, programmes and communication and marketing.
- Understands organizational gender, safeguarding and PSHEA policies.
- Reflects on value system and takes account of their biases towards individuals (including children and programme participants) in all diversity.
- Understands the relevance of safeguarding and PSHEA including risks to programming & influencing work.
- Experience on caring for child survivors of GBV.
- Excellent English language skills, both oral and written
- Extensive experience and knowledge of gender issues in Myanmar
- Ability to work in a multidisciplinary and multicultural environment
- Strong team-building and facilitation skills
- Excellent communication skills
- Proficient in computer skills
- Experience of working with children and youth is an advantage

## APPLICATION PROCESS:

Interested candidates who meet the above requirements are required to submit their comprehensive CV, Application letter, expected monthly consultancy fees, samples of their previous work 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: "**Technical Specialist (GBV) \_ Myitkyina**".

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.