ROLE PROFILE

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| Title | Child Protection in Emergencies Specialist (International Unaccompanied Position) |
| Functional Area | Lake Chad Programme Unit, Plan International Niger |
| Reports to | Matrix management with direct and disciplinary reporting line to the Lake Chad Programme Coordinator of Plan International and a dotted technical line to the Global CPIE lead, Plan International Global Hub. |
| Location | Niger - Plan International Niger | Travel required | Frequent travel, this a roving position covering the Far North Region in Cameroon, the Diffa Region in Niger and North-East Nigeria |
| Effective Date | March 2019 | Grade | E |

role PURPOSE

Plan International is an independent child rights and humanitarian organization committed to children living a life free of poverty, violence and injustice. We actively unite children, communities and other people who share our mission to make positive lasting changes in children’s and young people’s lives. We support children to gain the skills, knowledge and confidence they need to claim their rights to a fulfilling life, today and in the future. We place a specific focus on girls and women, who are most often left behind. We have been building powerful partnerships for children for more than 75 years, and are now active in more than 70 countries.

Plan has been operating in Nigeria since 2014, in Niger since 1998 and in Cameroon since 1996 helping poor children to access their rights to health, education, protection and livelihoods. Plan works to bring long lasting improvements to children’s lives. Plan‘s main goals are that: Children grow well in a healthy environment; Children participate in the development process; Adults, particularly women, acquire literacy and life skills; Communities are well organized in order to protect children.

Plan International has full-fledged Country programmes in three out of four affected countries in the Lake Chad Basin. Since 2016 Plan International is coordinating and harmonizing its response to the Lake Chad crisis through the Lake Chad Programme, coordinated by the Lake Chad Programme Unit. The organisation developed a new Lake Chad Programme Strategy (2018 - 2023) outlining Plan International’s bold ambition to transform the life of girls and their families in the Lake Chad Region. It moves beyond a humanitarian vision towards a full spectrum programme, working at the nexus of humanitarian and development efforts to promote children’s rights and gender equality. This approach recognizes the importance of meeting immediate humanitarian needs while tackling the developmental deficit of the region and promoting social cohesion. The strategy is based on 4 Specific Programme Objectives, one of them focusing on Protection, covering both Child Protection and Gender-based Violence: “Improve the protection of girls and boys from violence, abuse, neglect and exploitation in the Lake Chad region”

Plan International through the German Foreign Federal Office (GFFO) received a programme-based funding support for the implementation of the humanitarian targets under the above mentioned Specific Programme Objective. To implement the new Lake Chad Strategy and in particular the humanitarian targets under the Specific Programme Objective for Protection, we are seeking a Child Protection in Emergencies Specialist to:

* provide technical assistance to country-based CPiE teams in the field, with a big focus on coaching on the ground and technical supervision
* support the mobile protection programming (including development of guidelines and tools, project evaluation, etc.)
* lead on (rapid) child protection needs assessments coordinating with Plan’s other programmatic areas and country-based Child Protection Working Groups
* develop capacity building plans and provide training, coaching and mentorship on CPiE to country program staff and partners
* establish and lead a CPiE learning network for the Lake Chad Programme to promote exchange of information, lessons learnt and resources across countries

Dimensions of the Role

The protracted crisis in the Lake Chad Basin Region remains one of the most severe humanitarian emergencies in the world, affecting the North-East of Nigeria, the Far North Region of Cameroon, the Lake Region of Chad and the Diffa Region in Niger. More than 17 million people are living in the affected areas across the four countries. 10.7 million People are in need of humanitarian assistance to survive; more than 6 million of them are children. The crisis has unfolded in a region beset by chronic fragility, where poverty, underdevelopment, gender inequality, unemployment and a lack of prospects for young people fuel extremism and are compounded by environmental degradation and the impacts of climate change.

The Child Protection in Emergencies Specialist role will be to support the technical coordination and implementation of the GFFO funded protection intervention (50%) under the new Lake Chad Programme Strategy in close collaboration with the three concerned Plan International country offices (COs), the Lake Chad Programme Unit and the Regional GFFO Project Manager.

Furthermore, the Specialist will focus with 50% of her/his time on the provision of technical assistance to the CPiE teams in Diffa (Niger), Far North Region (Cameroon) and Northeast Nigeria to a) ensure that CPiE interventions are aligned with the Child Protection Minimum Standards in Humanitarian Action and other existing global guidelines and tools for CPiE and to create synergies between our CPiE and GBV programming and b) to ensure that our CPiE interventions are linked in to longer term programming.

Accountabilities

1. **Provide Technical Assistance to country-based CPiE team**
* Provide technical assistance to GFFO project implementation teams on the ground
* Provide technical assistance to country offices in the formulation of child protection in emergencies program strategies and plans
* Support development of contextualized CPiE guidance and tools
* Develop and support mobile protection programming (development of guidelines and tools, project evaluation)
* Ensure country-based CPiE Specialists have access to the relevant knowledge, practices, resources and tools
* Strengthen M&E and reporting mechanisms for CPiE program
* Ensure that CPiE interventions are aligned with the Child Protection Minimum Standards in Humanitarian Action and other existing global guidelines and tools for CPiE as well as to create synergies between our CPiE and GBV programming
* Ensure that CPiE interventions are linked in to longer term programming
1. **Program Implementation**
* Lead on (rapid) child protection needs assessments coordinating with Plan’s other programmatic areas and country-based Child Protection Working Groups, ensuring assessment findings are documented and disseminated, including the rapid needs assessments which are part of the GFFO project
* Ensure that the different capacities, vulnerabilities and coping mechanisms of girls and boys are considered and analysed.
* Ensure the effective planning, implementation and coordination of child protection programming
* Contribute to the development of staffing plans to implement CPiE program activities
1. **Capacity Building**
* Develop capacity building plans and provide training, coaching and mentorship on CPiE to country program staff, partners including for the GFFO project teams
* Coordinate and/or implement trainings and briefings of Plan staff, partners and other key stakeholders on CPiE
* Promote the application of best program practices in CPiE
1. **Strengthen Evidence and Learning**
* Establish and lead a CPiE learning network to promote exchange of information, lessons learnt and resources across countries
* Promote organizational learning on CPiE programming through collecting and publishing case studies and reports on good practices, lessons learned, etc.
* Provide technical support to researches that contribute to CPiE evidence-based programming
1. **Coordination and representation**
* Build and maintain relationships with relevant UN agencies and NGOs at regional level
* Actively contribute to regional CPiE Coordination Mechanisms
* Contribute to relevant global advocacy and policy objectives with documented learning and evidence

Resource Mobilisation

* Support CO resource mobilization teams on securing funds for continuous programme scale up through providing lessons learnt and project related contextual information.
* Identifying potential extension/follow-up interventions.
* Providing programme presentations to potential donors of the Lake Chad Programme to enhance resource mobilization

Dealing with Problems

The post is a key linkage/coordination/interface point between the three implementing COs, the technical CPiE teams and the Lake Chad Programme Unit including the GFFO Project Manager and the Lake Chad Programme Coordinator. For this reason, the post holder must be able to master and manage relationships well and respectfully in regards of different needs with different stakeholders, including conflicting priorities and ad hoc request.

Given the wide scope of responsibility and at the same time limited direct authority over implementing CO staff, it’s essential that the post holder is able to stay on top of a variety of work, make clear prioritization and be creative in making use of internal (and external) resources (people/funding) to ensure that we achieve the envisaged outcomes of the GFFO funded intervention and the Specific Programme Objective for Protection of the Lake Chad Programme Strategy.

Excellent and creative - but non-directive- leadership skills will be utilized to overcome delays and other bottlenecks which might affect negatively the impact and the quality of the intervention.

1. Ensures that Plan International’s global policies for Safeguarding Children and Young People and Gender Equality and Inclusion are fully embedded in accordance with the principles and requirements of the policy including relevant Implementation Standards and Guidelines as applicable to their area of responsibility. This includes, but is not limited to, ensuring staff and associates are aware of and understand their responsibilities under these policies and Plan International’s Code of Conduct (CoC), their relevance to their area of work, and that concerns are reported and managed in accordance with the appropriate procedures.

Plan International’s Values in Practice

**We are open and accountable**

1. Promotes a culture of openness and transparency, including with sponsors and donors.
2. Holds self and others accountable to achieve the highest standards of integrity.
3. Consistent and fair in the treatment of people.
4. Open about mistakes and keen to learn from them.
5. Accountable for ensuring we are a safe organisation for all children, girls & young people

**We strive for lasting impact**

1. Articulates a clear purpose for staff and sets high expectations.
2. Creates a climate of continuous improvement, open to challenge and new ideas.
3. Focuses resources to drive change and maximise long-term impact, responsive to changed priorities or crises.
4. Evidence-based and evaluates effectiveness.

**We work well together**

1. Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
2. Builds constructive relationships across Plan International to support our shared goals.
3. Develops trusting and ‘win-win’ relationships with funders, partners and communities.
4. Engages and works well with others outside the organization to build a better world for girls and all children.

**We are inclusive and empowering**

1. We empower our staff to give their best and develop their potential
2. We respect all people, appreciate differences and challenge equality in our programs and our workplace
3. We support children, girls and young people to increase their confidence and to change their own lives.

Key relationships

Internal:

* CPIE specialists and teams at field level in Cameroon, Niger and Nigeria
* Regional GFFO Project Manager and national GFFO Project Managers of each CO implementing the intervention
* Lake Chad Programme Coordinator (line manager), Lake Chad MEL Specialist as well as Lake Chad Communications and Advocacy Specialist
* Country Director Plan International Niger (administrative line manager)
* DRM/ERMs of Plan International in Cameroon, Niger and Nigeria
* Global Child Protection Lead – Plan International Global Hub

External:

* CPIE and GBV Working Groups at national level, CP Working-Group, GBV Working-Group and Protection Cluster at national and regional level, other agencies and stakeholders working on Child Protection

Technical expertise, skills and knowledge

* Networking and representation: demonstrable experience of organizational representation and engagement with humanitarian donors
* Communication: Well developed written and oral communication skills. This includes effective negotiation and representation skills.
* People management: Ability to work independently and as a team player who demonstrates leadership and is able to guide local and international staff and also able to work with disaster affected communities in a sensitive and participatory manner.
* Adaptability & flexibility: Ability to operate effectively under a stressful working environment.
* Work style: well organized even within a fluid working environment and has a capacity for initiative and decision making with competent analytical and problem solving skills.
* Knowledge & skills: General knowledge and understanding of CPIE and GBViE minimum standards, Core Humanitarian Standards, SPHERE, Red Cross/NGO Code of Conduct and other relevant international standards for humanitarian response. General CPiE, GBViE and TVET/IGA related experience is considered as an advantage.
* Experience in conducting CP assessments in emergency contexts
* Experience in training/mentoring on CP technical areas with a variety of audiences.
* Previous work experience in the Lake Chad region (desirable) & emergency context (mandatory)
* Fluency in French and English (business level mandatory)

Physical Environment

The holder of the position will be working in field offices and entails 60-70 % travel within the Lake Chad countries and the region.

Level of contact with children

High contact: The Child Protection in Emergencies Specialist will have significant interaction with children