

Terms of Reference – Finalization of the draft Child Protection in Emergencies Competency Framework Consultancy

Learning and Development Working Group (LDWG)

Location: Home-based

Contract Type: Consultant

Reports directly to: L&D WG Focal Point

Vacancy estimated closing date: End of September

Recruiting agency: Tdh

Estimated number of days: 11 days

1. BACKGROUND

In 2010, the Child Protection Working Group (CPWG) launched an inter-agency initiative to develop the CPIE Competency Framework, which provided standards for staff recruitment, management and professional development. As the need for skilled professionals grows, the Learning and Development Working Group (LDWG) of the Alliance for Child Protection in Humanitarian Action, has led the revision of the 2010 competency framework in close collaboration with the other working groups and task forces[[1]](#footnote-1). The publication of the 2nd edition of the Minimum Standards for Child Protection in Humanitarian Action (CPMS), necessitates a final review of this Competency Framework.

In 2018, the LDWG commenced the revision process, led by Terre des hommes, and developed the first version after interviewing 53 key informant interviews and reviewing 89 key documents, across 26 countries (Afghanistan, Bangladesh, Cambodia, Canada, DRC, Ecuador, Ethiopia, France, Germany, Greece, Iraq, Italy, Jordan, Kenya, Myanmar, Netherlands, Nigeria, Norway, Philippines, Somalia, South Sudan, Switzerland, Thailand, Turkey, UK, USA).

1. Purpose

The overall goal of this consultancy is to support the LDWG in the implementation of Phase 3 of the revision of the CPHA Competency Framework 2019 that involves full alignment with the 2nd revision of the CPMS structure and standards and final engagement with key stakeholders, including end users and experts (national and international) in the respective fields of technical expertise to make the competency framework as practical and relevant as possible. This final version will need to encompass the feedback provided by end-users at the field level as well as the recommendations of key members of the LDWG as well as academic institutions.

For this purpose, we expect the consultant to:

* Coordinate & support reference groups in a final technical revision process
* Coordinate with CPMS Working Group and review the 2nd edition of CPMS to ensure alignment & coherence with revised CPMS
* Revising the framework from “user-friendliness” perspective
* Reviewing the feedback already provided

1. Expected results & time frame

Expected results focus on phase 3-6, all in collaboration and close communication with the LDWG Focal Point:

A revised Competency Framework that reflects:

* The 2nd edition of the CPMS
* Feedback on the 2019 version already received
* Limited field consultation
* A thorough “user-friendliness” review.

1. Key competences, technical background, and experience required:

* In-depth experience of training development and delivery, including on child protection in humanitarian settings, and/or on broader humanitarian issues
* Advanced university degree in Social Sciences and / or a related technical field.
* At least 8 years of progressively responsible, professional work experience on CP at the international level, including strong background on child protection in emergencies (conflict and/or disaster) and working in challenging contexts
* A recognised learning and development qualification, an advantage
* Experience working with governments and other key CP stakeholders/actors at national level
* Knowledge of the LDWG members
* Excellent organizational skills
* Excellent skills in written English language, interpersonal communication at a distance and collaborative project management
* Working knowledge of another UN language is an asset
* Computer skills, including MS Office and Lotus Notes applications

1. HOw to Apply

Qualified candidates are requested to submit CV and a cover letter indicating availability (possible starting date) and estimated number of working day with a rate per day, to: [learning@alliancecpha.org](mailto:learning@alliancecpha.org), specifying as email title: “Revision of the CF Application\_ NAME”

1. https://alliancecpha.org/en/system/tdf/library/attachments/2019\_cpha\_competency\_framework\_testing\_version\_lowres\_2.pdf?file=1&type=node&id=33387 [↑](#footnote-ref-1)