

JOB DESCRIPTION**Child protection policy and alternative care expert – SWD / KP CPWC****1. Post Information**

Job Title: Child Protection Policy and Alternative Care Expert
 Supervisor Title/ Level: Deputy Chief, KP CPWC and Secretary SWD.
 Post Location: Peshawar; with travel to other districts.

2.

Task to be Performed (Indicate expected work to be performed.)	Deliverable(s) (Specify final outputs.)	Work Schedule (frequency/month/period covered)	TERMS OF PAYMENT
Inception meetings with SWD and KP CPWC and UNICEF and developing inception report elaborating methodologies for key deliverables, tools and timeframes etc for successful assignment.	Inception report detailing methodologies, tools, timeframes and other key arrangements for successful execution of the assignments submitted.	10 days	20%
Develop methodology and tools for conduction of mapping and assessment of alternative care institutions, including the children who were "let-go" and other care arrangements in KP.	Submit the methodology and tools for mapping and assessment of alternative care institutions and other care arrangements and children in these various settings.	15 days	
Data collection, analysis and report writing and its finalization based on the review and feedback from Technical Committee.	A draft report of the mapping and assessment and its finalization based on the feedback from Technical Committee submitted.	35 days	20%
Development and finalization of evidence-informed policy brief with clear recommendations for setting up and implementing an alternative care system, aligned with the relevant provisions in the child rights convention and other	Submit an evidence-informed policy brief advocating deinstitutionalization and community/family-based care arrangements as the preferred options.	10 days (8 days for development + 2 days for finalization after feedback from Technical Committee).	10%

applicable national and international norms and best practices, advocating for the deinstitutionalization and community/family-based care arrangements as the preferred care options.			
Development and finalization of guidelines for the safe re-opening of child-care institutions and setting criteria for getting back children and referring others to care / case management within the COVID-19 context.	Submit draft guidelines for the safe re-opening of child-care institutions and criteria for receiving children and referring others to care / case management and finalize same in light of the feedback from Technical Committee.	20 days (17 days for drafting and 3 days for finalization after feedback from Technical Committee).	15%
Development and finalization of minimum standards and SOPs (including the review of existing ones) for the children in alternative care arrangements including reintegration of children from institutions into community/ family-based care.	Submit draft minimum standards / SOPs for the children in alternative care arrangements including reintegration of children from institutional into community/ family-based care.	30 days (25 days for development + 5 days for finalization based on the review / feedback from Technical Committee).	15%
Facilitating consultative workshop with key government departments and other relevant stakeholders for the validation of minimum standards / SOPs for children in alternative care arrangements and building consensus on regulating the public and private child-care institutions.	Based on inputs from stakeholders consultation develop regulatory framework for child care institutions bringing them under government's oversight for compliance to minimum standards / SOPs.	15 days – Sep 2021 - (7 days for workshop preparation, conduction and reporting + 8 days for regulatory framework including its drafting and finalization after feedback from Technical Committee).	10%
Development and finalization of training manuals / materials	Development and finalization of training manuals /materials for capacity building of	40 days – Sep – Oct 2021 - (25 days for development and	10%

and conduct two separate training sessions with relevant workforce from SWD, KP CP&WC, Zamung Kor and other relevant organizations and staff on the approved minimum standards / SOPs of children in alternative-care institutions and regulatory framework.	relevant workforce and conduction of two training workshops (5-days each).	finalization of training manuals / materials + 15 days for conduction of two training workshops (5-days each) including its preparations and reporting).	
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III. Recruitment Qualifications

Education:	Master degree in social sciences, social / public policy, public administration and closely related fields;
Experience:	<ul style="list-style-type: none"> • At-least seven years of proven / professional experience in human rights programming particularly child protection with focus on alternative care, policy development, services regulation and workforce capacity development. • Demonstrated professional experience of conducting social science research, mapping and assessments of social services and developing oversight mechanisms and / or any closely related assignments. • Proven knowledge and understanding of policy formulation, system-strengthening and public administration and / or closely related fields. • Proven knowledge and understanding of international standards, normative frameworks, updated research and best practices in the field of child protection especially alternative care reforms. • Proven knowledge of the local culture and social norms in Khyber Pakhtunkhwa and ex-FATA, particularly in the context of child protection issues and vulnerabilities.
Skills and competencies	<p>Proficiency in the following key skills and competencies is required.</p> <ul style="list-style-type: none"> • Works Collaboratively with Others: establish and maintain mutually supportive working relationships, demonstrating sensitivity to people of diverse backgrounds, respecting differences and ensuring that all can contribute and succeed. • Thinks and Acts Strategically: understands the big picture and is able to identify potential opportunities for action and challenges that exist. Forms sound evidence-based judgements in the delivery of programme's results. • Manages ambiguity and complexity: demonstrates resilience and composure, getting things done despite challenges and maintaining performance levels in pressured, adverse and uncertain environments. • Innovates and embraces change: is open to and proposes new approaches and ideas. Adapts and responds positively to change. • Drive to achieve results for impact: commits to action and assumes responsibility and ownership for own performance and the associated outcomes.

	<ul style="list-style-type: none">• Demonstrates self-awareness and ethical awareness: self-aware of own strengths, limitations, working style and deeply held convictions and biases and displays ethical awareness through behaviours that are consistent and compliant with the standards of conduct staff, organizational values and relevant policies and procedures.
Language Requirements:	Fluency in written and verbal English is required and Pashto is an asset.