



Child Protection & GBV Advisor (Global) Maternity Cover - Job Description

The Global Child Protection and GBV Advisor will lead on high quality technical and advisory support to child protection and gender-based violence programmes in Afghanistan, Yemen, Iraq, Democratic Republic of Congo and Central African Republic to support the safety and quality of our global Child Protection and GBV programmes. The technical support will span the entire project cycle, from supporting and reviewing needs assessments, programme design, the technical implementation of projects and evaluation and lessons learned. The role will also represent WCUK globally in inter-agency coordination structures and ensure War Child remains up to date with best practice and trends in the sector. The role is part of a team of technical advisors and works closely with these colleagues to set global best practice and standards, as well as country teams for technical support and capacity development as needed. This role has expected travel up to 30% of the time to country offices (subject to security considerations).

If you share our values and believe that children’s lives should not be torn apart by war, we want to hear from you.

Team and Department:	Programme Quality – Programmes and Advocacy Department	Contract Type:	Fixed-term (12 months)
Place of Work:	The post holder can be based in the UK office, a global WC family head office or any WCUK programme office Our office is in Camden Town (NW1). This role can be based at home.	Working Hours:	Full-time is 37.5 hours. This role is open to flexible working including compressed hours or flexi-time
Reports to:	Head of Programme Quality	Salary:	circa £43,000 per annum, full-time equivalent. Salaries and benefits for different locations will vary in line with WC’s country salary scales

About us

War Child, the specialist charity for children affected by conflict. For more than two decades we’ve delivering high-impact programmes that are rebuilding lives across Afghanistan, Iraq, the Democratic Republic of Congo (DRC), Central African Republic and Yemen. We understand children’s needs, respect their rights, and put them at the centre of the solution - from reintegrating children formerly associated with armed groups and armed forces (CAAFAG) in the Central African Republic to reuniting children with their families in Afghanistan. **We look forward to a world in which the lives of children are no longer torn apart by war.** This is a vision that can only be realised through the collective actions of children themselves, communities and their leaders, organisations like War Child, governments and key decision makers.

Our values

<p style="text-align: center;">Bold</p> <p>We use our passion and creativity to deliver high quality evidence-based work designed to maximise our beneficial impact for children in conflict.</p>	<p style="text-align: center;">Accountable to children</p> <p>Children can rely on us to respond to their voices and to treat them with respect and dignity.</p>	<p style="text-align: center;">Transparent</p> <p>We expect to be held to account by our supporters and participants and we respond with openness and honesty.</p>	<p style="text-align: center;">Committed to each other</p> <p>We support each other to achieve ambitious goals and be the best we can be. We are honest and open, sharing our successes & confronting our challenges.</p>
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Our benefits

- **Flexible working** - we recognise the considerable benefits that flexible working can bring and are happy to discuss any possible flexible working options with our employees from hiring. For most roles, the following types of flexibility are usually possible: flexible hours, occasional working from home and compressed hours.
- **Annual leave** – 28 days per year (full-time) rising to 33 days with service, plus bank holidays

- **Pension** - all eligible employees automatically enrolled into a Group Personal Pension Plan with a 5% employer contribution, with minimum employee contribution on a salary sacrifice basis
- **Family leave** – we offer enhanced maternity, paternity, adoption & shared parental leave
- **Health & wellbeing** - employees may take advantage of a healthcare cash plan and a range of wellbeing initiatives and training. In addition, all employees have access to free, confidential one-to-one wellbeing consultations with trained counsellors.
- **Learning & development** - dedicated to the investment in learning and continuing professional development for all our employees
- Range of flexible benefits such a Cycle to Work scheme and season ticket loans.

How to apply

- Please download the application form here: <https://www.warchild.org.uk/who-we-are/jobs>
- Submit a completed application form and a recent copy of your CV to recruitment@warchild.org.uk by 11:59pm on 17/10/2022
- Due to limited resources, we will contact only the shortlisted candidates
- Interviews will be held on 24/10/2022
- If you have any questions about reasonable adjustments before or during your application, we welcome the opportunity to talk about what we can do to fairly adapt our process for you. Please share what you're comfortable with to help us put the right support in place, by emailing recruitment@warchild.org.uk. Anything you tell us will be kept completely confidential by our HR team.
- We are unable to provide sponsorship for this post. In order to apply, you must be able to demonstrate your eligibility to work in the country where this role is based.

Contact information

To explore the post further or for any queries you may have, please contact: recruitment@warchild.org.uk. For general information about working for War Child please visit: <https://www.warchild.org.uk/who-we-are/careers>

Child safeguarding and Adults at Risk

Our work with children and at-risk adults to keep them safe is the most important thing we do. We are committed to the safeguarding of children and vulnerable adults in all areas of our work. We have **zero tolerance** for any behaviours and practices that puts children and/or vulnerable adults at risk of abuse and/or harm. All candidates selected for interview will be asked relevant child safeguarding question(s) during the selection interview. Successful applicants will be expected to be compliant with and sign up to our Child Safeguarding policy, our Code of Conduct and PSEA: Adults at Risk Policy. You can find the Child Safeguarding and Adults at Risk policy here: <https://www.warchild.org.uk/our-work/policies-and-reports/safeguarding>

Diversity and Inclusion

We value diversity and inclusion and are committed to ensuring that all our people and job applicants are treated fairly, irrespective of where, what or whom they were born, or of other characteristics. We want to offer a safe and inclusive workplace where all our people, especially those who are currently marginalised or underrepresented, can be themselves at work. You can read our Diversity and Inclusion policy on our website, and if you have any questions about our commitment to diversity and inclusion do get in touch: <https://www.warchild.org.uk/our-work/policies-and-reports/diversity-and-inclusion>

Pre-employment checks

Employment with War Child will be subject to the following checks prior to your start date:

- a satisfactory police record check to include a Disclosure and Barring Service (DBS) check and/or an International/National Criminal Record Check, and a clear vetting and Due Diligence check
- receipt of two professional satisfactory references

Child Protection & GBV Advisor (Global) Maternity Cover

Your role:

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The Child Protection and gender-based violence (CP/GBV) Global Advisor – Maternity Cover is responsible for providing guidance and technical support to WCUK child protection and gender based violence programmes.

A member of the head office-based Programme Quality team, the Global CP/GBV Advisor provides hands-on support to child protection and programmes staff in War Child country offices to develop, position and implement child protection and gender-based violence programmes in ongoing emergency responses, protracted crisis and conflict settings. The role includes field work though both deployments and capacity building missions to WCUK country offices, with about 30% travel per year.

The Advisor contributes to external coordination efforts and initiatives to develop WCUK's sector leadership and profile globally. The role also collaborates with staff in country programmes and at head office to develop proposals that will drive growth and quality in War Child's child protection and gender-based violence work and that contribute to our global advocacy.

Your responsibilities

- Represent War Child UK at key technical, coordination and donor meetings, providing proactive leadership where necessary both at HQ and globally, including on the Steering Committee of the Alliance for Child Protection in Humanitarian Action.
- Identify and support relevant partnerships and opportunities with donors, humanitarian agencies, academic institutions and private sector to develop War Child's child protection and gender-based violence profile, funding opportunities and quality approaches.
- Contribute to and ensure technical quality in the design of donor proposals.
- Provide capacity building support to staff members from country offices on CP and GBV priority areas, specifically psychosocial support, case management and community level protection.
- Provide capacity building and training to external partners and institutions on child protection in conflict, including MoD, FCDO, NATO in UK, and overseas
- Travel to insecure environments to provide technical support to all elements of the project cycle, as needed and capacity development
- Ensure that relevant global advocacy messages and initiatives are informed by sector expertise.
- Oversee the quality and timely implementation of the overall CP/GBV response and that programmatic objectives are reached.
- Work in close collaboration with War Child Holland CP and PSS colleagues, to find synergies and benefit from cross-organisation learning and best practice.
- Contribute to creating a culture committed to the safeguarding of children and adults and compliant to WCUK's Child Safeguarding and Adults at Risk Policies.

These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the role.

You are
You are:

- Proven experience in designing, supporting, monitoring and evaluating child protection programming, gender-based violence programmes in complex emergencies and/or post conflict situations, in designing, supporting, monitoring and evaluating child protection programmes in complex emergencies and/or post conflict situations.
- Proven experience in designing, supporting, monitoring, and evaluating gender-based violence programmes in complex emergencies and/or post conflict situations.
- Significant technical experience in areas such as psychosocial support, community-based child protection and case management, and significant advantage if technical experience on children in armed conflict specifically children associated with armed groups and forces
- Excellent Knowledge and implementation of the global Child Protection and GBV guidelines and minimum standards (CPMS, GBVMS etc.)
- Strongly skilled in coordination, networking and relationship building with key partners including government, donors, INGOs, national and local organizations, and UN agencies.
- Excellent and engaging trainer and capacity builder of diverse groups including civil servants, NGOs, serving military.
- Excellent writer with excellent and confident verbal communication skills and the ability to communicate complex information in an effective way.
- Skilled in qualitative and quantitative research methods report-writing, documentation, and dissemination of learning.
- Significantly experienced in proposal development with an ability to effectively mainstream child protection and gender-based violence programming within the education, food security and livelihoods and youth engagement thematic areas.
- Positive with professional attitude and the ability to lead and work well in a culturally diverse team setting and with multiple partners. Strengths include listening, empathy, flexibility, and creativity.
- This position requires **full working proficiency in English and French.**
- Arabic or Dari language skills a strong advantage

Your team

