

Call for Experts

Child Protection Expert

ICP-PAK

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| Posting Date: | 14/05/2024 |
| Reference number: | CP Expert ICP-PAK |
| Deadline for Applications: | 24/05/2024 |
| Duty Station: | Pakistan, Islamabad |
| Contract Duration: | 21 months (June 2024-March 2026) |

THIS CALL IS OPEN TO INDEPENDENT CONTRACTORS ONLY

Organisational overview

The International Centre for Migration Policy Development (ICMPD) is an international organisation tasked with promoting innovative, comprehensive and sustainable migration policies. With 18 Member States and over 60 projects active throughout Europe, Africa, Asia and Latin America, ICMPD is a growing and ever-more relevant presence in its field. The organisation’s greatest assets are its 250+ staff members, who personify its values of commitment, integrity, partnership, respect, and innovation in actions and decisions.

Project background

The International Centre for Migration Policy Development (ICMPD) is implementing the project Children on the Move – Improving Child Protection at Pakistan’s Land Border Crossing Points (ICP-PAK). The project is funded by the UNICEF and Kingdom of Netherlands with a duration of 24 months and started its inception phase in March 2024.

The overall objective of the project is to increase awareness and capacity in the area of child protection at the land border crossing points (BCPs) between Pakistan and Afghanistan (Torkham and Chaman) with the view to improve the safety and rights of children at the move.

+ The project seeks to achieve this via area 1, area 2, area 3 etc.

Objective

The STE will be involved in the implementation of selected project activities to provide capacity development, advisory and technical support to the project’s beneficiary agencies in Pakistan. The STE will provide in-depth expertise on child protection matters, contributing to enhanced child protection in relation to border control via strengthened intra-agency and inter-agency cooperation, as well as operational capacity of border authorities and child protection stakeholders at Torkham and Chaman land BCPs. .

The STE will play a leading role in the development and implementation of a trend and gap assessment at the two target land BCPs, including the development of recommendations to guide future project

implementation. The STE will support the design and delivery of targeted, skill-based training to border authorities working operationally at the land BCPs, with an objective at improving child protection and safeguarding practices within the BCPs. The STE will contribute to developing, via consultation, a technical package for border authorities to sustainably improve child protection procedures and tools at the BCPs, as well as guide the establishment of cooperative networks, processes and guidelines to enhance working relationships between border authorities and provincial child protection actors.

Throughout the assignment, the STE will be requested to contribute expert opinions and advice to guide all elements of project implementation, from activity design and methodology, through to communications, monitoring and evaluation. The STE will also support the project with the building and maintaining of working relationships with relevant stakeholder groups.

The STE will work in close cooperation with the Project Implementation Team (PIT) in Islamabad and Vienna (HQ) and a multi-disciplinary expert team to contribute to the implementation of the nine deliverables of the project. A key element of the STE's role will be to work with thematic border management and security experts to identify effective approaches to integrate internationally and nationally recognised child protection standards, references and practices into a border management and security context.

Deliverables

The Child Protection Expert is expected to contribute to the following overall project deliverables:

Deliverable 2: Assessment of child protection situation at Torkham and Chaman BCPs

- Preparation of assessment methodology, tools and training content for local researchers;
- Preparation and delivery of training workshop for Local Researchers to finalise assessment methodology;
- Accompany assessment missions, conduct desk research and stakeholder mapping, drafting and preparation of final assessment reports and recommendations;

Estimated number of working days: 35

Deliverable 3: Inter-agency capacity building of BCPs

- Preparation and delivery of awareness raising workshop for senior management of border agencies, including presentation and validation of assessment report;
- Development of training curriculum and materials for border agencies;
- Training for Chaman and Torkham BCP Officials and support to establishing a child protection working group at BCPs;

Estimated number of working days: 35

Deliverable 4: Monitoring and Evaluation

- Design of MEL framework and tools, including KPIs for border authorities on child protection
- Monitoring and analysis of assessment, awareness raising and training evaluation results.

Estimated number of working days: 20

Deliverable 5: Development of Child Protection Technical Package

- Development of customised Child Protection technical package (or further development of existing Child Protection Technical Packages to enhance capacity for children in migratory situations), including SOPs for referral systems at BCPs and guidelines
- Technical support in the form of seminars, working group meetings and workshops will be held with the Child Protection Working Group (CPWG) to develop a technical package of institutional adjustments for strengthening child protection at BCPs. This may include development of child-protection specific SOPs, referral pathways and technical guidelines and tools for front-line officers.
- Support BCP based master trainers to roll-out the new package to BCPs within the identified processes on specific behaviours, skills and knowledge required to implement the revised/proposed SOPs, more general awareness raising seminars for BCP based colleagues, and advocacy in coordination with other CPWG members to implement the technical package.

*Estimated number of working days: 20***Deliverable 6: Capacity Building on SOPs/ technical package roll-out**

- Development of roll-out material for technical package
- Awareness workshop for master trainers, CPWG members

*Estimated number of working days: 20***Deliverable 7: Build a sustainable network for referral of children from BCPs to district child protection units**

- Support regular technical meetings between BCP focal points and CP actors, to review the current situation, emerging trends, and progress in strengthening CP actions at the border, in line with implementation of the technical package and adopted procedures.
- Participation in working meetings and workshops to identify viable identification and referral pathways, and seek intersections between existing national child protection case management processes and standards and border management authority procedures
- Based on demand, meetings may focus on general exchange and updates, or be dedicated to more specific thematic issues, for which the project may contribute with expert content and advisory services to support national beneficiaries.

*Estimated number of working days: 30***Tentative work plan**

| Deliverables | Task reference | By when |
|---------------------|--|------------------|
| Deliverable 2 | Assessment | December 30 2024 |
| Deliverable 3 | Inter-agency capacity building of BCPs | January 30 2025 |

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| Deliverable 4 | Monitoring and evaluation | March 2026 |
| Deliverable 5 | Child Protection Technical Package | June 2025 |
| Deliverable 6 | Technical package roll-out | August 2025 |
| Deliverable 7 | Network of child protection referrals | January 2026 |

Throughout all deliverables and tasks, the expert is expected to provide input, quality control, give reference to, and recommendations to ensure project outputs are consistent with internationally and nationally recognized standards and good practices in the field of child protection and children on the move.

The assignment foresees travel to land border crossing points with Afghanistan (on the Pakistan side), to Quetta, Peshawar and surrounding regions of both, as well as to other major cities in Pakistan as needs require.

Each deliverable during the project implementation will have a set deadline as outlined in the terms of reference.

Reporting lines

The Expert will report to the ICMPD Project Managers in Vienna and Islamabad who will be in charge of the overall supervision both in terms of administrative and content issues and who will provide input and comments on deliverables as needed.

Qualifications and Experience

General

- At least 10 years of relevant professional experience in child protection
- University degree or equivalent relevant professional experience/training
- In depth knowledge and experience of implementation of child protection measures, experience from migration will be considered an asset.
- Excellent analytical and reporting skills Ability to work effectively in a politically sensitive environment and exercise discretion, impartiality, diplomacy and neutrality
- Ability and flexibility to work in a team of peers, as well as to lead them
- Excellent presentation and representational skills
- Demonstrated ability to work under pressure and meet deadlines
- Ability to work in high-risk countries under security pressure
- Excellent facilitation and professional training skills
- Excellent language and communication skills (English, Urdu)
- Knowledge of additional national languages would be an asset

Specific

- In-depth knowledge of Pakistan’s social protection legislation, standards, policies and practices, in particular in the area of child protection and knowledge about the authorities and organisations active the field;
- In-depth understanding of the current trends of cross-border mobility of children along the Afghan-Pakistan border, including the gender dimension and different forms of vulnerabilities faced by children in a migratory situation (i. e. trafficking, labor exploitation, kidnapping, smuggling, forced marriage);
- Prior experience in designing, delivering and evaluating training programmes in the child protection domain.
- Significant practical experience and knowledge of working with diverse national stakeholder groups, including with governmental partners on the development of networks, working groups, common standards and procedures, advocacy and technical capacity development on child protection.
- Sound knowledge of the international standards, regulations and policies in the field of child protection;
- Knowledge of the good practices for law enforcement agencies;

Background information/documentation to be provided by ICMPD

- IBM Gaps and Needs Assessment reports
- Project Work Plan and situation analysis
- ICMPD rules and regulations relevant to the work of the short-term expert
- Any other relevant documents

Administrative Information

- Travel

The Expert shall receive from ICMPD a **travel itinerary** and be entitled to receive a **daily subsistence allowance** (DSA) for the foreseen activities abroad. Travel and mission related payments will be processed according to ICMPD Travel Rules applicable at the time when the travel takes place.

- Payment

Fees for the assignment are paid upon satisfactory delivery of services, in line with the payment schedule stated in the contract and upon submission of required documentation. The successful applicant will be provided with an offer of remuneration for the delivery.

Application Process

Interested experts should send their CV and short cover letter with a reference to this announcement in the subject line of the email to YasminAkhter.Chaudhary@icmpd.org, and address it to Mr. Erik Reho (project manager)

There is no deadline for submitting applications but ICMPD prioritises to fill the position as soon as possible and will continuously evaluate candidates.

ICMPD may check references for first time recruitments.

Due to the high volume of applications, only shortlisted candidates will be contacted. The applicants should be available for a face-to face meeting or an interview via videoconference.

The assignment is subject to project funds availability and/or final approval by the donor. The invitation to an interview does not establish any right to future employment.