

PLAN INTERNATIONAL UK JOB PROFILE

Job Title	Technical Adviser, Safeguarding & Protection Mainstreaming
Department	International Policy & Programmes
Unit	Programme Effectiveness and Compliance (PEC)
Grade	2
Salary	£50,132 per annum
Contract type	Fixed-term (18 months), full time (34.5 hours per week)
Reporting to	Head of Programme Effectiveness and Compliance

Overview of Department

Plan International UK is an independent development and humanitarian charity that advances children's rights and equality for girls. We believe in the power and potential of every child. But this is often suppressed by poverty, violence, exclusion and discrimination. And it's girls who are most affected. Working together with children, young people, our supporters and partners, we strive for a just world, tackling the root causes of the challenges facing girls and all vulnerable children. We support children's rights from birth until they reach adulthood. And we enable children to prepare for – and respond to – crises and adversity. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. We have been building powerful partnerships for children for 80 years and are now active in more than 70 countries. By 2022 we want to help 100 million girls learn, lead, decide and thrive.

The International 65-person Policy and Programmes Directorate supports these aims by ensuring that Plan International UK delivers the highest quality policy and programmes. This is an exciting time to join as we implement a range of ambitious plans. We want to cultivate our expertise in girl's rights and youth and grow our programming in our priority sectoral areas: Education, Economic Security, Child Protection, Sexual Reproductive Health and Rights (SRHR) and Water, Sanitation and Hygiene (WASH). We also have ambitions to rapidly grow our humanitarian portfolio. We constantly enhance programme quality and effectiveness and drive change through setting and influencing policy agendas.

Plan International UK is strongly committed to ensuring the safeguarding of beneficiaries, staff, volunteers, partners and other stakeholders, and has played a leading role in the sector advocating for and supporting the development of best practice policies and procedures. This role will provide technical expertise to help us build internal capacity to ensure our programmes meet best practice standards for the sector, as well as contributing to creating an organisational culture that embodies [Plan UK's values](#) and puts the safety and wellbeing of those we work with and those who work for us, at the heart of what we do.

Job Purpose

To provide technical leadership and expertise to ensure that safeguarding and protection mainstreaming best practice is embedded within all aspects of our programming both, internationally and in the UK, and contribute to the development of a positive safeguarding culture at Plan International UK.

Key Deliverables	Key Activities
Programme	<ul style="list-style-type: none"> Lead on providing technical advice to new programme

Development (30%)	<p>development</p> <ul style="list-style-type: none"> • Lead on ensuring there is appropriate cost recovery for safeguarding and protection within proposals • Regularly review proposals and provide input to ensure all new proposals meet the safeprogramming minimum requirements, and are in line with Plan International UK's programme strategy • Support in the development and selection of appropriate evaluation strategies and indicators • Ensure that programme design is informed by best practice and learning from Plan International's programmes and the wider sector • In collaboration with the Donor Compliance Manager, support on due diligence and audits in relation to safeguarding and protection, both on us and to partners • Leverage external contacts and knowledge of the sector to identify opportunities for new partnerships
Project Implementation (30%)	<ul style="list-style-type: none"> • Provide technical advice to Country Offices and partners to support the implementation of a portfolio of projects and to support the roll out of the safeprogramming minimum requirements • Work with the Evidence, Learning and Impact team to surface and disseminate learning from projects.
Capacity Building of relevant staff on safeguarding and protection mainstreaming (15%)	<ul style="list-style-type: none"> • Design and deliver bespoke training for individual teams (especially programme teams) to build capacity of staff to strengthen attention to safeguarding and protection in their work • Coordinate regular practical learning sessions on safeguarding and protection mainstreaming for UK programming staff to continue to build capacity on an ongoing basis • Develop tailored tools and resources to support the design and delivery of safe programming • Design and deliver training for programme staff in Country Offices on request where appropriate – in coordination with Plan International.
Risk Identification & Management (5%)	<ul style="list-style-type: none"> • Provide support to programmes to assess and mitigate risks to project participants in all their diversity • Support the increasing use of risk assessment reports for Plan International UK projects ensuring these are regularly submitted by the Country Office programme teams • Escalate key risks to senior management for information and action – contributing to the organisational risk register
Prevention, detection and response (10%)	<ul style="list-style-type: none"> • Work with the Plan International UK organisational safeguarding focal point to improve coordination with Plan International on the reporting of safeguarding cases and to engage with donors • Provide support throughout the full project lifecycle (concept to close) to ensure appropriate controls are in place for prevention and detection

Positioning, external representation, networking and influencing (5%)	<ul style="list-style-type: none"> • Keep up to date with key trends, debates and good programme practice in relation to safeguarding and protection mainstreaming through relevant networks and contacts including BOND • Represent Plan International UK's work on safeguarding and protection mainstreaming externally (within the Plan federation and the sector), networking with organisations to share learning promote Plan International UK, and to influence policy and practice in the sector • Share good practice across the sector through relevant networks
Other Responsibilities (5%)	<ul style="list-style-type: none"> • Provide technical advice and guidance to senior managers on safeguarding and protection mainstreaming in programme in line with good practice across the sector • Oversee a network of Safeguarding Champions and contribute to raising the profile of safeguarding across Plan International • Be aware of and operate within relevant policies and approaches • Develop and provide regular, timely progress reports on Key Performance Indicators • Effectively commission and manage consultants, where necessary • Attend team meetings as appropriate and contribute to the overall smooth operation of the International Policy and Programmes Directorate • Represent the International Policy and Programmes Directorate on Plan International UK's Safeguarding Oversight Group • Collect information for other departments on field trips, as requested • Undertake other tasks and projects as requested by the Director of International Programmes or Head of Programme Effectiveness and Compliance • Undertake overseas travel as required and depending on travel restrictions owing to COVID-19

General	<ul style="list-style-type: none"> • Ensure that all activities undertaken on behalf of Plan International UK, internally or externally, are in line with the overall aims of the organisation and with policies and procedure • Participate in training and other activities as requested.
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Awareness and Representation	<ul style="list-style-type: none"> • Commitment to Plan's position on promoting children's rights and gender equality, and integrating this into all aspects of work; • Commitment to the safeguarding of children, young people and adults and to being confident and competent in meeting safeguarding responsibilities
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Level of Responsibility for Safeguarding Children, Young People and Adults	High - Has direct unsupervised contact with children or control over child safeguarding policies or procedures. An Enhanced Disclosure and Barring Service check will be required.
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Level of Budgetary Responsibility	Direct responsibility for the management of internal safeguarding and protection budget (<20k per annum)
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This is not intended to be an exhaustive list. Your job description may be subject to change.

Date Created	July 2020
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PLAN INTERNATIONAL UK PERSON SPECIFICATION

PERSONAL COMPETENCIES	
Competency Title	The successful candidate will be able to....
Communicating with all stakeholders	<ul style="list-style-type: none"> • Demonstrate excellent communications skills, both spoken and written. • Network and foster partnerships with a range of internal and external stakeholders and the wider network within the sector. • Show confidence in presenting programmes and policies to a wide audience including donors, media, or external networks. • Identify and utilise networks and contacts to raise organisational profile and support policy change.
Working effectively and efficiently	<ul style="list-style-type: none"> • Create an environment where employees, stakeholders and partners work to improve the way things are done. • Take a proactive and flexible approach to maintaining and developing own knowledge and skill base. • Take a flexible approach to managing a wide and varied workload, prioritising effectively.
Demonstrating Plan values	<ul style="list-style-type: none"> • Show commitment to achieving high quality outcomes. • Influence and manage changes that may be difficult, but which improve Plan International UK as an organisation. • Keep up to date with key safeguarding and protection issues and be able to spot new learning and opportunities as they arise. • Actively work to ensure inclusion is part of their and their teams everyday work

KNOWLEDGE EXPERIENCE
The successful candidate will have experience of
A postgraduate degree in a subject related to Protection and/or International Development, or able to demonstrate an equivalent level of knowledge and expertise gained through experience and safeguarding/protection training.
Able to demonstrate substantial technical knowledge in protection and safeguarding and expertise in safeguarding (including both child safeguarding and the prevention of sexual exploitation and abuse) and protection issues.
Experience of safeguarding and protection mainstreaming at an organisational level, including: <ul style="list-style-type: none"> • developing strategies to promote safeguarding and protection in organisational policies and procedures • providing strategic advice to senior management on strengthening programme quality and organisational profile.

Significant experience of providing technical input into the design and delivery of programmes, including experience of using gender responsive approaches to safeguarding and protection.
Able to support protection mainstreaming in programmes across a range of sectoral areas (education; water, sanitation and hygiene; child protection; food security; sexual reproductive health and rights, etc.). Experience of girls' education programming, in particular, is strongly preferred.
Proven experience of developing and monitoring protection within programmes in the international development sector, ideally with some experience of working on programmes overseas.
Knowledge of gendered dynamics and drivers of abuse and the ability to understand and identify gendered vulnerability to abuse and exploitation and communicate this clearly.
An excellent understanding of the latest thinking in relation to best practice in programmes on safeguarding and protection.
Able to represent Plan International UK externally on safeguarding and protection issues at the highest levels and communicate effectively, powerfully, and persuasively with donors, policy makers, and the development community. Knowledge of the major players and potential partners in the UK development sector.
A proven track record in designing and delivering effective and engaging training workshops and excellent facilitation and presentation skills, including experience of designing and delivering training for teams with different specialisms and levels of knowledge.
Able to demonstrate a commitment to diversity and inclusion and evidence of how you have incorporated diversity and inclusion into your practice as a safeguarding professional.