

Call for Applications-

Protection Consultant- with a specify in Child Protection

1. Background on Generations For Peace

[**Generations For Peace**](#) is a leading global non-profit peacebuilding organisation with its [**headquarters in Amman, Jordan**](#). Founded by [**HRH Prince Feisal Al Hussein of Jordan**](#) in 2007, we are dedicated to **sustainable conflict transformation** at the grassroots in communities, by promoting **youth leadership, community empowerment, active tolerance, and responsible citizenship**. We are a [**volunteer movement**](#), empowering, mentoring, and supporting volunteers to be change-makers to create a better future in their own communities.

Since 2007, we have trained and mentored more than **16,153** volunteer leaders of youth in **50** countries in the [**Middle East, Africa, Asia, and Europe**](#). With our support, their ongoing programmes address local issues of conflict and violence and have touched the lives of more than **781,102** children, youth and adults. We use [**sport as an entry point**](#) to engage with youth, and our carefully-facilitated sport-based games provide a [**vehicle for integrated education and behaviour change**](#). Generations For Peace is the only peace-through-sport organisation officially recognised by the International Olympic Committee.

In addition to our sport-based approaches, we have also developed **arts, advocacy, dialogue, and empowerment activities** to support conflict transformation with children, youth, and adults in different contexts.

Generations For Peace has developed a [**unique curriculum**](#) and [**cascading model for training**](#) carefully-selected volunteer leaders of youth, and mentoring and supporting them to implement sustained activities for children, youth, and adults to address issues of cultural and structural violence in their own community. **Contexts include** inter-tribal, inter-ethnic, and inter-religious violence; gender inequality; post-conflict trauma response, reconciliation, and reintegration; exclusion of minorities including IDPs, refugees, and people with a disability; and challenges of integration in multi-cultural societies. Conflict sensitivity and the full participation and empowerment of girls and women are integrated into our approach.

We are committed to [**robust measurement and evaluation**](#) of our programmes to support our learning and innovation, to identify **best practices**, and to **demonstrate impact and sustainability**. Our [**Generations For Peace Institute**](#) has partnerships with [**Georgetown University**](#), the [**University of Oxford**](#), and [**University of Western Cape**](#). The [**research evidence**](#) shows **programme outcomes and impacts which include**: reductions in different forms of violence; increased capacity to manage conflict in non-violent ways; strengthened ability to break-out of cycles of violence; changes in attitudes and shattering of stereotypes; greater understanding, respect and trust between different tribes, ethnic groups, religions, genders, and minorities; strengthened social capital and social networks; empowerment of girls and women; greater volunteerism, youth engagement, and responsible citizenship.

Generations For Peace is currently ranked "**#26 in the Top 500 NGOs in the World**" in 2020 by *NGO Advisor* (making us the #3 ranked peace-building NGO in the world, and the top-ranked Jordanian NGO). Their ranking is based on an assessment of innovation, impact, and sustainability. In simple terms, over the last 12 years we have achieved rapid global growth; we have learned an enormous amount and gone through "proof of concept", developing our approach in different contexts, and **demonstrating the success, impact, and sustainability of our model**. Our work can be seen as directly implementing **UN Security Council Resolutions 2250** (recognising the positive role youth play in building sustainable peace, and the need for governments and other stakeholders to support the participation of young people in conflict transformation, peace building and countering violence) and **1325** (on the pivotal role women should and do play in conflict management, conflict resolution and sustainable peace). Support for our programmes, research, and development comes from excellent

[**partnerships**](#) with UNICEF, the governments of Belgium, the United States, and the European Union, and local and international NGOs, within the Olympic Movement, particularly and Jordan Olympic Committee, and with corporate partners including Samsung (our partner since 2008), Orange and Manaseer Group.

2. Purpose and Objective

The purpose of this consultancy position is to provide technical support to the Regional Development and Protection programme that aims to “Mitigate negative manifestations of prolonged displacement associated with the ongoing Syrian refugee crisis on Syrian refugees and Jordanian communities, including poor social cohesion, SGBV, and child labour, by enhancing existing and developing new protection spaces.” With Specific Objectives to 1) “Enhance the capacity and improve the capability of Ministry of Youth staff to identify and provide improved equal access to child protection and safeguarding, children's rights and child labour, SGBV-related and other services for refugees and host community populations” and 2) “Improve the capacity of local Syrian and Jordanian actors to address issues of social cohesion and to reduce tensions between the groups in Jordanian communities.”

3. Work Assignments

The role of the consultant is to provide support to the manager and team for the implementation of the program, which includes but isn't limited to:

- Develop a set of curriculum and training materials to strengthen existing child protection and safeguarding and GBV content. Curriculum will be developed towards strengthening existing child protection and safeguarding and GBV content, which will both respond to the needs of relevant Jordanian national frameworks. Curriculum development will correspond to and reinforce the existing national-level framework/ standard operating procedures and guidance. Upon completion of the trainings based on this curriculum, the curriculum and training materials will be used by MoY and serve as a reference for MoY's structures in the future. GFP will develop the curriculum and training materials.
- Deliver one five-day TTT for the MoY's Core Team members, covering the protection-related content, focusing on the areas of protection outcomes such as child protection and safeguarding and GBV, working with the displacement-affected and host community populations, conflict transformation and social cohesion, and TTT-level facilitation methods and techniques. The TTT will be delivered by GFP facilitators and staff.
- Develop a set of MoY's internal child protection and safeguarding and GBV guidelines/protocols, to maximise the TTT learning and mainstream the child protection and GBV lens in all MoY plans and activities. The MoY's Core Team will develop these guidelines/protocol, supported by selected protection experts that will be recruited to provide assistance to MoY in general. These guidelines/protocol will serve as a reference and binding principles for all MoY staff and youth centre workers directly engaging with children. The guidelines/protocol will ensure the MoY staff and youth centre workers are aware of children rights and child protection and GBV principles in their daily work; they will reaffirm the MoY's intent and commitment to protect Jordanian and non-Jordanian children, as well as to provide a coherent approach to the diverse child protection activities being undertaken by youth centres.
- Develop a communications manual for MoY staff, to outline the main communication approaches and techniques required when dealing with the beneficiaries and public on the topics of child protection and safeguarding and GBV. GFP will develop the manual to be used by the MoY.

- Deliver three (one per region) four-day Regional Training for the MoY's Youth Centres Teams (320 pax in total in three Regional Trainings), covering the protection-related content, focusing on the areas of protection outcomes such as child protection and safeguarding and GBV (including the connections with the national child protection adn GBV framework and content of MoY's internal child protection and safeguarding and GBV guidelines/protocol), working with the displacement-affected and host community populations, conflict transformation and social cohesion. The three Regional Trainings will be delivered by the MoY's Core Team.
- Develop a plan to mainstream the child protection and safeguarding and GBV content into the existing MoY youth centres activity plans. MoY Youth Centres Teams will develop 80 plans in total, one for each youth centre. They will be supported in this by GFP, MoY Core Team and protection experts.
- Review the planned activities in each youth centre, to ensure child protection and GBV lens is integrated in all activities, in compliance with the existing national framework, the MOY's internal guidelines/protocol developed earlier in this project, and the mainstreaming plans. MoY's Youth Centres Teams will review the planned activities. Total of 80 reviews will be executed.
- Support in developing a set of curriculum and training materials to strengthen the existing Community Needs Assessment and Advocacy For Peace content. Curriculum development will correspond to the objectives of this project and will reinforce the linkages between main strategies used in Advocacy For Peace with the thematic focus of B2 component, social cohesion. Upon completion of the trainings based on this curriculum, the curriculum and training materials will be used by MoY and serve as a reference for MoY's structures in the future. GFP will develop the curriculum and training materials.
- Support in selecting 10 communities from four governorates to take part in the program's components. Governorates are selected based on the (high) percentages of Syrian refugees, while the communities are selected both based on the (high) percentages of Syrian refugees as well as the GFP's previous knowledge and experience of delivering programming in the communities in the selected governorates. The selection process will be supported by context analyses research conducted by GFP.
- Support in conducting community needs assessment in 10 selected communities, to identify needs related to social cohesion and child protection. The identified needs/assets will be processed by the Youth Committee members, in coordination with the GFP HQ staff and MOY Core Team, and confirmed and agreed upon with the communities, to ensure the anticipated Advocacy For Peace Ongoing Sessions, Events and Quick Impact Projects are able to raise awareness, generate ideas and address the specific issues decided upon by communities. The community needs assessment will be conducted by the Youth Committee members, supported by GFP and MoY's Core Team members.
- Support in initiating a Complaints Response Mechanism (CRM) within the Ministry of Youth and a referral system.

4. Qualifications of Successful Candidate

Education

A Bachelors& Master's degree in Social Work, Law, Social Policy with a specialty in Child Protection or Human Rights with a specialty in Child Protection.

Work Experience

A minimum of 7 years of experience in child protection, in a leadership, advisory or change management role.

Knowledge and skills

- Experience of designing, managing, monitoring and evaluating child protection programmes;
- Ability to identify the main gaps in child protection in the given context to inform a holistic response for children;
- Experience in capacity building and in strengthening various duty bearers understanding of and response to child protection;
- Ability to communicate and maintain appropriate and productive relations with a range of actors, including children, local authorities and civil society organizations;
- Strong leadership qualities, including the ability to influence senior management and exceptional interpersonal, written and oral communication skills; demonstrated ability to work in complex and ambiguous situations as well as competing priorities, both in a team and independent manner.

Languages

Arabic and English are required.

5. Location and duration

The duration of the consultancy is 12 months, Starting 1st Nov 2020 to 31st Oct 2021 with possibility of extension. Most of the work will be done from the office located in Amman, with possibility of travelling within Jordan to different governorates.

6. Deliverables

Deliverables	Reporting Requirements	Timeframe
Develop a set of curriculum and training materials to strengthen existing child protection and safeguarding and GBV content. Curriculum will be developed towards strengthening existing child protection and safeguarding and GBV content, which will both respond to the needs of Area B1 and also be responsive to relevant Jordanian national frameworks. Curriculum development will correspond to and reinforce the existing national-level framework/ standard operating procedures and guidance. Upon completion of the trainings based on this curriculum, the curriculum and training materials will be used by MoY and serve as a reference for MoY's structures in the future. GFP will develop the curriculum and training materials.	Developed curriculum.	15 th Dec 2020
Develop a set of MoY's internal child protection and safeguarding and GBV guidelines/protocols, to maximise the	Written guidelines/protocol.	31 st Dec 2020

TTT learning and mainstream the child protection and GBV lens in all MoY plans and activities.		
Develop a communications manual for MoY staff, to outline the main communication approaches and techniques required when dealing with the beneficiaries and public on the topics of child protection and safeguarding and GBV. GFP will develop the manual to be used by the MoY.	written communications manual.	30 th Nov 2020
Develop a plan to mainstream the child protection and safeguarding and GBV content into the existing MoY youth centres activity plans. MoY Youth Centres Teams will develop 80 plans in total, one for each youth centre. They will be supported in this by GFP, MoY Core Team and protection experts.	Developed plan.	Apr 2021
Develop a set of curriculum and training materials to strengthen the existing Community Needs Assessment and Advocacy For Peace content. Curriculum development will correspond to the objectives of this project and will reinforce the linkages between main strategies used in Advocacy For Peace with the thematic focus of B2 component, social cohesion. Upon completion of the trainings based on this curriculum, the curriculum and training materials will be used by MoY and serve as a reference for MoY's structures in the future. GFP will develop the curriculum and training materials.	Review Curriculum.	15 th Dec 2020
Deliver Child Protection training to all GFP staff and MOY staff	Plan and deliver the training.	Jan 2021
Support the delivery of the trainings related to the programme.	Provide support to the trainings.	Dec 2020- Oct 2021
Final report	Report	1 st Nov 2021

7. Payment

Payments will be divided into three phases according to the deliverables in section 6 of this document as following:

Payment Percentage	Date
30 %	December,2020
30%	March,2020
40%	May,2021

8. How to apply?

1. Application shall be submitted through procurement@gfp.ngo by sharing CV or company profile.
2. Sample of work such as curriculum developed.
3. Proposed cost or offer.
4. Cover letter.
5. Consider a subject line as "**Your Name – Protection Consultant Application**"
6. Two References with full contact information.

9. Terms, Conditions & Important Notes

- Failing to write the correct subject in email or missing any of the above requirement will disqualify your application automatically.
- Generations For Peace has the right to cancel this tender any time before or after receiving any proposals without mentioning any reason.
- The amount will be subjected to income tax if the consultant was freelancer (5% and will be deducted from the total amount of the offer)
- For companies the amount should include sale tax.
- Any proposal will be submitted after the deadline will not be considered.
- Deadline for submission is **Oct 30^b 2020**.
- For any questions only contact by email on procurement@gfp.ngo or by call **+962 06 5004600** and ask for HR department.