



Position

CHILD PROTECTION EXPERTS

Last date for applications: **15 May 2021**

ABOUT ICMC

The International Catholic Migration Commission (ICMC) is an international non-governmental organisation serving and protecting uprooted people: refugees, internally displaced persons and migrants, regardless of faith, race, ethnicity or nationality. ICMC operates around the world in partnership with government, local actors, faith-based organizations, the United Nations High Commissioner for Refugees (UNHCR), the United Nations Children's Fund (UNICEF), Canada, and other partners.

The Deployment Scheme is a specific program that was set up in 1998 as a partnership between UNHCR and ICMC, establishing a pool of experts who play a key role in supporting refugee protection activities worldwide.

The ICMC Deployment Scheme roster includes more than 500 qualified professionals from diverse backgrounds who are ready to be deployed on short notice whenever crucial support is needed. In this context, ICMC deploys child protection experts to UNHCR and UNICEF's humanitarian operations worldwide to provide technical support and expertise in Child protection.

SCOPE OF WORK

The ICMC Deployment Scheme is currently seeking qualified candidates to expand and diversify its pool of child protection experts. Successful applicants will be part of a dynamic and highly motivated group of professionals who will be deployed to UNHCR and UNICEF operations in Africa, the Middle East, Asia, Europe and Latin America.

ICMC Child Protection experts will be embedded within a UNHCR or UNICEF field office, where they will bring technical expertise, strengthen child protection systems and provide guidance for interventions.

RESPONSIBILITIES

- Assist in the establishment/ improvement of mechanisms for identification of children at risk, including GBV and PSEA, and systems for referral and follow-up;
- Conduct case management: protection assessments, meetings and interventions with children and adolescents at risk, conduct BIAs and BIDs following the UNHCR Best Child procedures;
- Attend, organize, and chair BID Panels;
- Ensure that mechanisms are put in place for the implementation of BID decisions, other protection interventions and for the continued monitoring and follow-up of children at risk;
- Undertake assessment of child protection risks including GBV, identify gaps and develop appropriate responses in cooperation with partners;
- Provide technical support and guidance on the formulation, design, planning, implementation, monitoring and evaluation of Child Protection programs;
- Coordinate with implementing and operational partners including the authorities on child protection activities;
- Attend other Inter-Agency meetings to coordinate and harmonize all approaches;

- Identify training needs and provide capacity building to UNHCR, UNICEF and implementing partner staff, including development of training packages;
- Draft and/or review Standard Operating Procedures (SOPs);
- Ensure information management, including documentation of good and promising practices and lessons learned;
- Write updates and reports on Child Protection activities, including statistical reports;
- Provide counselling to individual refugees;
- Systematically apply an Age, Gender and Diversity perspective in all child protection activities;
- Ensure that up-to-date and accurate statistics and reports detailing child protection activities are submitted to UNHCR or UNICEF and ICMC;
- Implement UNHCR's child protection policies, strategies, and operating procedures (including mechanisms for preventing fraud);
- Manage electronic and physical documentation ensuring the confidentiality of individual case information;
- Perform other Child Protection duties as may be assigned.

REQUIREMENTS

- University degree in relevant area (e.g. social work, international development, human rights, international law, psychology, sociology);
- A minimum of 3 years of professional experience at the national and international levels in case management and coordination of case management for children and/or adolescent in humanitarian contexts;
- Experience in interviewing children, in particular refugee children, in identifying children at risk, conducting BIDs, designing and implementing case plans as well as in following-up and reviewing case plans;
- Knowledge and experience in the formulation, design, planning, implementation, and monitoring of child protection in emergency interventions and/or programs;
- Experience in developing and/or contextualizing interagency referral protocols for child protection cases;
- Experience of working with multiple partners and stakeholders including national and international and establishing strong interpersonal relationships to promote partnerships and collaboration;
- Knowledge of IASC and other humanitarian coordination mechanisms, guiding principles, standards, approaches and applications in practice desirable;
- Experience in emergency contexts and previous experience of emergency response coordination is an asset (e.g. clusters and/or sectors);
- Excellent knowledge of English;
- Knowledge of another UN official language (Arabic, Chinese, French, Russian, Spanish) is highly desirable;
- Knowledge of the CRC and the UNHCR Best Interests Procedures Guidelines as well the Child Protection Minimum Standards in Humanitarian Action, Humanitarian Principles and other inter-agency humanitarian standards;
- Knowledge of the international legal framework governing refugees, asylum seekers, internally displaced persons and statelessness;
- Excellent advocacy and negotiation skills and experience of engaging with both government and nongovernment actors;
- Age and gender sensitivity and demonstrated ability to perform effectively in politically and culturally sensitive environments;
- Ability to work under time constraints and pressure; in stressful situations and at times, in hardship and remote field locations;
- Self-motivated, with good judgement and initiative and the ability to work independently and as part of a team;
- Demonstrable drive for results and ability to maintain consistent high standards;
- Awareness of the importance of preventing fraud and ways to mitigate risks;
- Proven integrity, objectivity and professional competence;

Applicants must ensure their availability for a minimum deployment of 6 months.

HOW TO APPLY

Interested candidates are requested to create an online account and submit an application through our recruitment portal only (<https://icmc.heroportal.net/Positions/0>). No applications will be accepted via email.

The recruitment process involves different stages that include: 1) Checking candidates' references; 2) Testing written and analytical skills as well as assessing knowledge of refugee protection; and 3) Conducting a Competency Based Interview (CBI). Only those candidates who successfully pass all stages of the recruitment process will be included onto the Deployment Scheme roster for a deployment to a UNHCR field office.

Candidates who are fluent in English and in a **second UN language** will be prioritized. Language proficiency will be tested as part of the recruitment process.

The closing date for receipt of applications is 15th May 2021. The online application system will close at this time and no more applications will be accepted.

For further information or if you have any questions please contact us at deployments@icmc.net. Please send any communication by email only.

CONDITIONS OF CONTRACT

Candidates are deployed under an ICMC employment contract and are not considered as a UNHCR official or a staff member. However, for the purpose of their assignment, deployees will be issued a UNC (United Nations Certificate).

ICMC compensation includes a competitive NGO salary and benefits package, with a housing allowance; per diem; health, accident, and life insurance; 2.5 leave days per month; and travel to and from the field location. Depending on duty stations, additional benefits may be applicable in accordance with UNICEF or UNHCR regulations (e.g. Rest & Recovery leave).

ICMC is committed to equal employment opportunities for all applicants. ICMC does not discriminate on the basis of race, gender, ethnicity, national origin, religion, physical or mental ability, marital status and age.

ICMC is committed to a Zero-Tolerance Policy toward sexual exploitation, abuses and all forms of unlawful harassment, including but not limited to sexual harassment. Screening of applications to the Deployment Scheme includes the vetting for records of prior misconduct and reference checking. ICMC can take other necessary measures to ensure that people involved in substantiated cases of sexual exploitation, abuse and harassment are not recruited.

PROTECTION OF DATA

By submitting an application, you agree that ICMC collects and manages the information that you provide. You also agree that your data may be shared with UNHCR. Your personal information will be used for recruitment purposes only.

Once you submit your application, you will not be able to modify it. If you want to rectify any inaccurate or incomplete information, please send an email to deployments@icmc.net

Your application will be treated with strict confidentiality.

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