



**UNFPA Lebanon
Terms of Reference
September 2021**

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| Official Job Title: | PSEA Training Specialist - Consultants |
| Duty Station: | Beirut, Lebanon |
| Contract type: | Consultancy Contract / 40 days over 3 months |
| Duration: | 3 months |

Background

UNFPA Lebanon is currently co-leading the PSEA¹ network. The Network serves as the primary technical body for coordination and oversight on protection from sexual exploitation and abuse (PSEA) by international and national personnel of the United Nations (UN), and NGOs (Non-Governmental Organizations) and IGOs (Inter-Governmental Organizations). As PSEA Network Co-Chair UNFPA support the implementation of the PSEA country programme at strategic level of the Humanitarian Country Team/UN Country Team and at the technical level for the PSEA Network, and actively contribute to shared PSEA results.

One of the main priorities of the PSEA Country Action Plan is capacity building. To support the implementation of the PSEA capacity building plan, UNFPA is hiring a consultant that will help the network organize and deliver a selected list of training sessions on topics agreed upon by the network.

Under the overall supervision of the UNFPA Humanitarian Coordinator/Co-chair of the PSEA network, the incumbent will support the implementation and monitoring of the PSEA Capacity Building Plan.

The estimated number of working days is 40 over a period of three months. Candidates should include in the application information of their daily fees.

1. Organizational Location

The incumbent will be based in the UNFPA CO in Beirut, Lebanon. Remote working modality can apply in the context of the pandemic as well as criticality of the country context.

2. Job Purpose/Supervisory Role

Under the overall supervision of the UNFPA GBV & Humanitarian Coordinator and in coordination with the PSEA network the incumbent support this capacity building plan of the PSEA network, delivering training sessions and reporting on progress made.

¹ Sexual exploitation and abuse: As per ST/SGB/2003/13, sexual exploitation and sexual abuse is defined as follows:
a. Sexual exploitation means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another; b. Sexual abuse means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. c. Sexual Harassment versus SEA: SEA occurs against a beneficiary or member of the community. Sexual harassment occurs between personnel/staff and involves any unwelcome sexual advance or unwanted verbal or physical conduct of a sexual nature. Sexual harassment is not covered by these SOPs although agencies' internal procedures for reporting sexual harassment allegations maybe the same as for reporting SEA complaints. The distinction between the two is important, so that agency policies and staff trainings can include specific instruction on the procedures to report each and provision of support for survivors. Sexual exploitation and sexual abuse violate universally recognized international legal norms and standards and have always been unacceptable behavior and prohibited conduct for United Nations staff. Such conduct is prohibited by the United Nations Staff Regulations and Rules, as well as core IASC and International Humanitarian Law and core humanitarian principles of 'do no harm'

3. Major Activities/Tasks

The consultant will work in close coordination with organizations members of the PSEA Network to implement the PSEA Capacity Building Action Plan:

The consultant will:

- Deliver at least five training sessions on PSEA basic principles for frontline workers – targeting mostly staff of local NGOs and CBOs, community volunteers, etc. The training sessions will be conducted in Arabic, using existing training material developed by the PSEA network
 - In collaboration with the PSEA Coordinator and Co-Chair deliver a 2-day training on PSEA complaint mechanisms and the linkages between PSEA and accountability to affected populations (AAP)
 - In collaboration with the PSEA Coordinator and Co-Chair deliver a training on the UN Implementing Partner PSEA Assessment
 - Provide technical support to the delivery of the training on PSEA investigation including translation of training material into Arabic
 - For each training prepare surveys among participants to evaluate the level of knowledge and satisfaction about the content of the sessions
 - Assist the PSEA Chair and Coordinators in monitoring and reporting around capacity building initiatives led by the network.
- * Training sessions will most probably conducted remotely with possible exceptions

4. Expected Results

- At least 5 training sessions on PSEA basic principles conducted (in-line) targeting frontline workers from local NGOs and CBOs
- One training session (2-day training) on PSEA complaint mechanism and AAP delivered
- One training session (1-day) on PSEA UN Implementing Partners assessment delivered
- Final reports including details on participants reached and pre and post training tests received

5. Job Requirements and Competencies

Experience and Knowledge

- BS degree in Social Sciences or related fields
- Minimum of 3 years of work experience in the GBV, PSEA or protection sector
- Previous experience in leading training and capacity building session highly desired
- Fluency in oral and written English and Arabic is essential.
- Familiarity and experience with PSEA principles and the global latest developments of PSEA is an asset



Core

- Values/guiding principles
 - Working in teams, Excellent relationship and self management / Emotional intelligence
 - Communication and analytic skills
 - Analytical and strategic thinking and results orientation/commitment of excellence.
- Job Knowledge/Technical Expertise
- Skills in data visualization, dashboard creations, infographics
 - Experience in coordination, advocacy and training
 - Capacity to work in a stressful/conflict environment
 - Ability to communicate ideas and complex issues and concepts clearly to different audiences, and to write clearly and concisely
 - Ability to establish and maintain effective working relations with people of different cultural backgrounds.

Erica Talentino

A handwritten signature in black ink, appearing to read 'Erica Talentino', is written over the printed name.

Humanitarian and GBV Coordinator

10 September 2021