



ROLE PROFILE

Title	Technical Lead Gender, Inclusion and Child Protection		
Functional Area	Program Quality and Program Development Department		
Reports to	Program Quality and Program Development Manager		
Location	Country Office	Travel required	
Effective Date	01 July 2018	Grade	D2

ROLE PURPOSE

Plan International (PI) has set its purpose in the global strategy for the period of 2018-2022, which focuses on advancing children rights and equality for girls.

PI's ambition is to be a leader in the global movement for girls' rights, to work together with the others and take actions so that 100 million girls Learn, Lead, Decide, and Thrive.

Learn: Vulnerable and excluded children, and particularly girls and young women enjoy their right to access and participate in the education and training they need to lead successful, fulfilling lives, and make a decent living. That will directly contribute to SDG #4- Quality Education, and SDG #8 - Decent Work and Economic Growth.

Lead: Vulnerable and excluded children, and particularly girls and young women enjoy their right to actively participate in social, economic and political decisions that affect their lives. That will directly contribute to SDG #5 – Gender Equity; SDG #10 – Reduced Inequality; and SDG #16 – Peace, Justice, and Strong Institutions.

Decide: Girls and young women enjoy their right to have control over their bodies and make their own sexual and reproductive health decisions. That will directly contribute to SDG #3 – Good Health and Wellbeing; and SDG #5 – Gender Equality.

Thrive: Vulnerable and excluded children, and particularly girls, enjoy their right to grow up equally valued and cared for, free from fear, violence, coercion or discrimination. That will (similarly to Lead) will directly contribute to SDG #5 – Gender Equity; SDG #10 – Reduced Inequality; and SDG #16 – Peace, Justice, and Strong Institutions.

Plan International has developed the global strategy that was based on two principles: The Convention of the Rights of the Child (CRC); and Convention of Elimination of Discrimination Against Women (CEDAW), which strongly believes that Girls have power to change the world. In order to make it happen, PI will strive for being a leader in the global movement for girl rights.



Plan International Vietnam (PIV) takes its position to strategically contribute to the achievement of the ambition of Plan International so 2 million girls in Vietnam will learn, lead, decide and thrive. Inclusion and Empowerment have become the values of PIV that guide the attitude and behaviours in life and work of everybody in PIV, and that will help PIV achieve its ambition.

PIV, therefore, needs the Technical Lead of Gender, Inclusion, and Child Protection to help the organisation build its capacity in gender and inclusion for staff and partners, so that together we strive for a just world that advances children’s rights and equality for girls.

PIV will engage partners and people to:

- Empower children, young people and communities to make vital changes that tackle the root causes of discrimination against girls, exclusion and vulnerability
- Support the safe and successful progression of children from birth to adulthood
- Strengthening PIV’s evidence based and gender sensitive Child Protection programming and ensuring that Child Protection interventions are in line with PIV’s partnership and Plan Global Standards
- Drive change in practice and policy at local, national and global levels through our reach, experience and knowledge of the realities children face

DIMENSIONS OF THE ROLE

The position is fully in charge of leading the technical knowhow in Gender, Inclusion and Child Protection of the organisation. It is also expected that the position to help the organisation work with the others so that 2 million girls in Vietnam can learn, lead, decide and thrive in the period of 2017-2021.

The main dimensions of the role include:

- Develop and lead technical strategy in line with the Country Strategy (CS)
- Develop and lead program technical approach to deliver the strategy
- Design of project models (concept papers) that contributes to program and cross cutting the other programs
- Be responsible for fund raising for the technical area
- Develop key advocacy themes for the sector and lead it
- Research; Evaluation; Learning; and Knowledge management
- Contribute to Communication in order to position Plan as the technical lead in the sector (In cooperation with Communication Department)

The specific thematic and impact areas are described, but not necessarily limited, in the table below:

Learn Lead Decide Thrive	<u>DECIDE:</u> Children, adolescents and young people, particularly girls and young women, have control over their lives and bodies, and make informed choices about identity, relationships and if and when to have children	<u>THRIVE:</u> Vulnerable children, particularly girls, grow up equally valued and cared for, free from discrimination, violence and fear			
Impact	Children, adolescents and young people, particularly girls and young women, enjoy their right to self-determined identity and bodily integrity and access quality sexual, reproductive and maternal health services, information and comprehensive sexuality education.	Vulnerable and excluded children, adolescents and young people – particularly girls and young women – are protected from all forms of violence and the gender dynamics that drive it.			
Area	Harmful Practices	National Policy and Service Provision on Child Protection	Community Systems and Processes for Child Protection	Gender Based Violence Within and outside the Family	Humanitarian Response on Child Protection

Together with the team, the Technical Lead Gender, Inclusion and Child Protection needs to design programs to be gender transformative that will contribute to making sure that vulnerable and excluded children, adolescents and young people – particularly girls and young women – are protected from all forms of violence and the gender dynamics that drive it.

ACCOUNTABILITIES

Specific responsibilities and accountabilities include the following:

1. Strengthen Evidence Based Programs

- a. Ensure that PIV has sufficient technical support and understanding of issues related to gender equality, child protection, and Exclusion
- b. Develop, coordinate and disseminate the sector approach, program logic (Theory of Change), models and best practices
- c. Monitoring the progress in positive changes of community's norms, attitude and behaviours toward elimination of discrimination against girls, women and children
- d. Be responsible for research to build evidence of issues related to the programmatic areas,
- e. Ensure that project and program outcomes and CS's strategic objectives are gender transformative
- f. Prepare a National report reflecting on lessons learnt and best practice examples
- g. Study policies and legal frameworks in the sector in order to advise PIV with practical recommendations for choices of programmatic interventions and development of advocacy strategy
- h. Make sure PIV can learn and apply best practices from other development organisations
- i. Advocate for the voices of girls and women, boys and men to be heard in PIV's programming and that girls and young women are involved in decisions on PU activities that affect their lives
- j. Help PIV to exercise greater influence at the National level
- k. Provide information and data about the sector as requested

2. Project Development and quality management

- a. Make sure projects in the sector are developed in compliance with Program Quality Policy Procedures (PQP), Code of Conduct and Child Safe Guarding (Child protection) policy
- b. Be responsible for transforming the most updated issues to innovative ideas for development of project concept note
- c. Lead the development of concept note and project proposal
- d. Develop appropriate project models, with clear guidance, for application at community level
- e. Mapping donors' priority to guide PIV in fund raising
- f. Engage PUs and communities/partners at early stage of designing project models
- g. Technically review for approval of documents (e.g. baselines, designs, proposals, evaluations) as per the agreed business process
- h. Provide technical sector assistance in assessments, baseline and end-line study of projects
- i. Developing and pre-testing culturally relevant communication materials to ensure effective and efficient program delivery, including facilitating behaviour change, where necessary
- j. Assist donor visits and participate in donor visits when necessary
- k. In times of emergency, take part in joint assessment and provide technical support to disaster responses as directed by line management

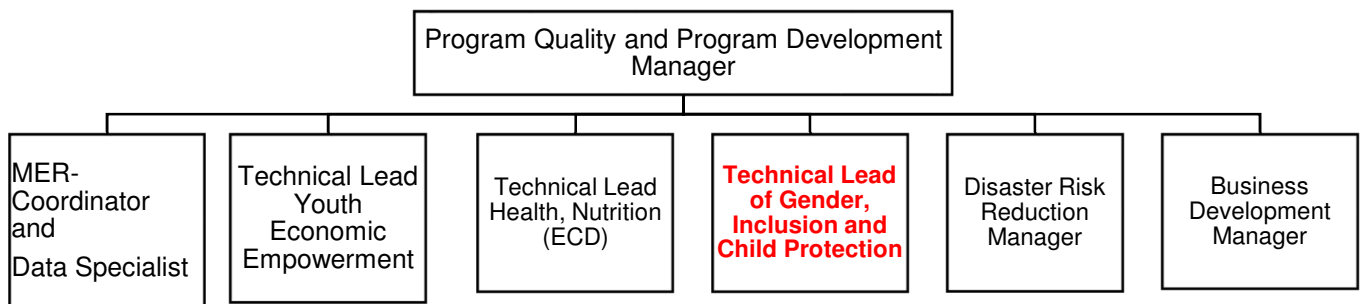
3. Provision of Technical Support to the PUs and Partners

- a. Be the Child Safe Guarding point person of Plan International Vietnam
- b. Analyse gaps in institutional capacity of partners and PUs and help them fill these gaps
- c. Provide technical support to the PUs and partners in implementing projects
- d. Support to strengthen assessment, design and implementation and monitoring
- e. Develop and deliver training to PUs' staff to enable them to deliver accountable, evidence based, quality interventions
- f. Conduct monitoring assurance visits to PUs, and provide in the field technical consultation as requested
- g. Develop guidance for the PUs to prepare annual plan with clear budgets, monthly cash flows and - annual program reports
- h. Assist the PUs to promote Civil Society engagement in development

Team Management (N/A)

KEY RELATIONSHIPS

Organizational Chart of the Department



International relationship

- With the Business Development Unit and Program Units (PUs) for designing full project proposals
- With Program implementation team
- With PU's point persons for providing capacity building support and monitoring
- With Plan International's technical networks Gender and Child Protection

External relationship

- With the MOLISA, CEMA and other relevant institutions at National level
- With key non-governmental organisations (NGOs), UN-agencies for shared learning, joint implementation and leveraging similar interventions in Gender and Child Protection
- With Vietnam Civil Society Organizations working with Ethnic Minority Groups, Child Right Working Group, GBV-NET etc.

TECHNICAL EXPERTISE, SKILLS AND KNOWLEDGE

Essential

- Bachelor's degree (Social Science, Political Science, Development Studies or similar fields)
- Demonstrated knowledge in development theories and approaches, especially social development and right-based approach in development
- Demonstrated knowledge in international development tools: program logic, theory of change, Monitoring, and community empowerment
- Demonstrated knowledge of gender approach, GBV, child rights, and inclusion
- Excellent understanding of VN Government policies, laws, and institutions in gender equality
- Excellent oral and written communication skills in English and Vietnamese
- Ability to train others, and ability to provide technical guidance and support to PU staff
- Possess strong organizational, computer, and writing skills
- Ability to function efficiently and effectively with little day-to-day supervision
- Willingness to travel to the provinces and districts on a frequent basis
- At least 3 years of experience in community development with a focus on gender
- Minimum of four years in demonstrated competency in providing management level support
- Demonstrated skills in analysis and problem solving
- Training experience

Desirable

- a. Demonstrated knowledge on research, especially in theory and methodology
- b. Demonstrated experience in working with excluded groups of people
- c. Knowledge and skills in Project and financial management
- d. Experience in managing projects in child protection area
- e. Experience in working in a multi-cultural organisation

PHYSICAL ENVIRONMENT

- Most occasionally, working in the country office that is located in Hanoi.
- Occasionally, the position needs to travel long hours (by air and car) to mountain program areas, and by bike to the communities. The position needs to work with the very poor people with different languages and cultures.
- Less occasionally, the position needs to travel outside the country.

LEVEL OF CONTACT WITH CHILDREN

- Mid contact: Occasional interaction with children