

JOB DESCRIPTION

ANNEX A

Job title: Consultant on the Adolescent Girls I Am Here approach

Employment category: Consultant

Reporting to: Protection Coordinator

Subordinates: N/A

Unit/department: Protection Department

Location: Beirut with frequent visits to DRC's field offices in Tripoli and Qobayat and/or based in North Lebanon

Authorization level: N/A

About DRC: The Danish Refugee Council (DRC) is a humanitarian, non-governmental, non-profit organization founded in 1956 that works in more than 30 countries throughout the world. DRC fulfils its mandate by providing direct assistance to conflict-affected populations – refugees, internally displaced people (IDPs) and host communities in the conflict areas of the world; and by advocating on behalf of conflict-affected populations internationally, and in Denmark, on the basis of humanitarian principles and the Human Rights Declaration. We understand "durable solutions" as any means by which the situation of refugees can be permanently and satisfactorily resolved, enabling them to live normal lives. Durable solutions can be voluntary repatriation, local integration or resettlement. In Denmark, DRC assists refugees in all aspects of integration as well as asylum procedures. Internationally, DRC actively participates in supporting the protection of refugees, and promoting durable solutions for conflict-affected populations.

Overall purpose of the role: The purpose of the role is to support the implementation and on-the-job coaching for the "I Am Here Approach", an approach adapted and contextualized from the Women Refugee Commission's global design (WRC), by WRC and DRC Lebanon, from 2014 until 2018.

About the "I am here approach": the approach enables humanitarian actors from any sector to (1) rapidly identify the specific profile of adolescent girls where humanitarian actors are working and (2) better link adolescent girls to services. It has been implemented to engage adolescent girls and their caregivers against early marriage. The "I am here approach" uses the "Girl Roster" which is an application of a 7- to 10-minute questionnaire that produces the Girl Roster output matrix that "makes visible" the characteristics of adolescent girls within a displacement setting—the matrix sorts vulnerabilities into categories associated with particular needs, vulnerabilities and risks.

Expected Outputs:

- Conduct FGD's, surveys and KII with partners to follow up on their implementation of the approach.
- On-the-job coaching and follow-up visits to support DRC partners, especially those facing challenges during their implementation of the "I Am Here approach".
- Produce a final report documenting the coaching phase and recommendations on improvement on ways forward .
- Review and consolidate the Adolescent girls toolkit

Tasks	# of days
Develop assessment tools (questions for FGDs, surveys, KII)	2
Conduct field visits for 5 partners	3
Review and consolidate the Adolescent girl toolkit	6
On-the-job coaching for partners	5
Develop capacity plan and final report with key finding and recommendation for implementation	4

TOTAL	20 days																								
<p>Submission Guidelines: In addition to a CV and a letter expressing interest in the position, candidates should submit a portfolio with samples of previous relevant work.</p>																									
<p>Experience and technical competencies:</p> <ul style="list-style-type: none"> 5 years' staff capacity building experience 5 years' research experience Experience in implementing the "I am here approach" is desirable Ability to maintain confidentiality, respect, non-discrimination and safety of client at all times; Computer Literacy (Microsoft Word, Excel and Powerpoint) Excellent interpersonal and problem-solving skills, creativity and flexibility. Comfortable in a multi-cultural environment, flexible and able to handle pressure well. Research methodology, data analysis and report writing Previous experience in Child Protection and GBV sectors preferred 																									
<p>Education:</p> <ul style="list-style-type: none"> Minimum: master's degree in social work, social/political sciences or related field <p>Languages:</p> <ul style="list-style-type: none"> Fluency in Arabic is essential and proficiency in English is a plus. <p>Key stakeholders:</p> <ul style="list-style-type: none"> Child Protection and GBV Specialist Protection coordinator Local partners DRC Field Staff (Officers, Assistants) 	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #2c4e64; color: white;"> <th style="padding: 5px;">Core competencies</th> <th style="padding: 5px;">Basic</th> <th style="padding: 5px;">Advanced</th> <th style="padding: 5px;">Expert</th> </tr> </thead> <tbody> <tr> <td style="background-color: #2c4e64; color: white; padding: 5px;">Striving for excellence</td> <td style="padding: 5px;"><input type="checkbox"/></td> <td style="padding: 5px;">x</td> <td style="padding: 5px;"><input type="checkbox"/></td> </tr> <tr> <td style="background-color: #2c4e64; color: white; padding: 5px;">Collaborating</td> <td style="padding: 5px;"><input type="checkbox"/></td> <td style="padding: 5px;"><input type="checkbox"/></td> <td style="padding: 5px;">x</td> </tr> <tr> <td style="background-color: #2c4e64; color: white; padding: 5px;">Taking the lead</td> <td style="padding: 5px;"><input type="checkbox"/></td> <td style="padding: 5px;">x</td> <td style="padding: 5px;"></td> </tr> <tr> <td style="background-color: #2c4e64; color: white; padding: 5px;">Communicating</td> <td style="padding: 5px;"><input type="checkbox"/></td> <td style="padding: 5px;"><input type="checkbox"/></td> <td style="padding: 5px;">x</td> </tr> <tr> <td style="background-color: #2c4e64; color: white; padding: 5px;">Demonstrating integrity</td> <td style="padding: 5px;"><input type="checkbox"/></td> <td style="padding: 5px;"></td> <td style="padding: 5px;">x</td> </tr> </tbody> </table> <p style="font-size: small; margin-top: 5px;">Find the definition of DRC's Core competencies here</p>	Core competencies	Basic	Advanced	Expert	Striving for excellence	<input type="checkbox"/>	x	<input type="checkbox"/>	Collaborating	<input type="checkbox"/>	<input type="checkbox"/>	x	Taking the lead	<input type="checkbox"/>	x		Communicating	<input type="checkbox"/>	<input type="checkbox"/>	x	Demonstrating integrity	<input type="checkbox"/>		x
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<p>Last updated: March 14, 2019</p>	<p>♦ Basic: I master the essentials, but may at times need help from others</p> <p>♦ Advanced: I can work independently at full professional level.</p> <p>♦ Expert: I am the go-to person when others need help.</p>																								

The Job description may not exceed two pages