



OPEN TO INTERNAL AND EXTERNAL CANDIDATE

Reference No. : **CFCV/MZ10/2023/055**
Position Title : **PSEA Consultant**
Duty Station : Maputo, Mozambique (Home-Based)
Organization Unit : PSEA
Classification : **Consultancy, Category B**
Type of Appointment : Consultancy Contract, 02 (two) months and 08 (eight) days.
Report to : Project Manager (PSEA)
Estimated Start Date : As soon as possible
Closing Date : **04 July 2023**

IOM is committed to a diverse and inclusive environment. This is a request for Curricula/expression of interest for the position of **PSEA Consultant**. The successful candidate will be offered Consultancy Contract, type B.

In addition, all applicants should meet eligibility requirements for languages, education and work experience requirements stipulated in the CFCV.

CONTEXT:

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration and works closely with governmental, intergovernmental, and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

As part of its longstanding commitment to prevent and respond to Sexual Exploitation and Abuse (SEA), IOM is implementing a 1-year Inter-agency SEA risk management Pilot Project. With funding from United States Bureau for Humanitarian Affairs, the project is conducting inter-agency Sexual Exploitation and Abuse (SEA) risk assessments in coordination with PSEA Networks in Mozambique and the Philippines to identify targeted risk mitigation measures. Based on the learning of the pilot countries, a standardized and sustainable model

on risk assessment and mitigation of SEA (including methodology and tools) in humanitarian and development contexts will be created and disseminated for replication in other countries. This consultancy will develop:

1. A sustainable funding model for the implementation of the inter-agency SEA risk assessment based on country-level implementation in Pilot Countries Mozambique and the Philippines.
2. A sustainability model to promote the continuity of SEA risk reduction within complex humanitarian crises and across different country contexts. The model will ensure that PSEA gaps, which are identified as part of the inter-agency SEA risk assessments, are integrated within humanitarian and development frameworks of the Pilot countries, such as within the Humanitarian Response Plan (HRP) and the United Nations Sustainable Development Cooperation Framework (UNSDCF) - in order to increase the likelihood that PSEA is properly and sustainably resourced.
3. Building on #2, develop a “PSEA Marker” system (similar to “gender” markers) supporting the integration of SEA risk reduction into response plans and programming, to track, improve, and support strengthened PSEA programming across the broader response. The use of a marker system will contribute to an increased understanding on how funding is allocated toward PSEA. Additionally, a PSEA Marker will also highlight to the international community that PSEA can be implemented within any response.

Under the guidance and direct supervision of the PSEA Project Manager (SEA Risk Management) and under overall supervision of the Head of Emergencies, in close coordination with the Chief of Mission, the incumbent will be responsible for creating a Sustainable Funding Model for Risk Assessments and a PSEA Marker system to support integration of SEA risk reduction into response plans and programming.

Responsibilities and Accountabilities:

1. Create a sustainable funding model for the implementation of the inter-agency SEA risk assessment based on country-level implementation in Pilot Countries Mozambique and the Philippines. (8 days)
2. Create a sustainability model to promote integration of the SEA risk mitigation recommendations of the inter-agency SEA risk assessment within humanitarian and development frameworks. (8 days)
3. Building on b.), develop a “PSEA Marker” system supporting the integration of SEA risk reduction into response plans and programming, to track, improve, and support strengthened PSEA programming across the broader response. (14 days)

REQUIRED QUALIFICATIONS

Education

- Advanced university degree in Business Economics, Law, Development Studies, Social Science, Political Science, Gender Studies, or a related field from an accredited academic institution.

Experience/Skills

- Demonstrated knowledge and experience on integrating PSEA or any related areas of work into humanitarian and development funding frameworks.
- Demonstrated knowledge and experience on mainstreaming of PSEA programming within sectoral and humanitarian responses, thereby promoting sustainability.
- Extensive knowledge and experience in collective funding/ resource mobilisation.
- Proven ability to create standardized systems in the humanitarian and development field.
- Solid understanding of the country-level PSEA coordination structure, including the inter-agency PSEA Coordinator role, the PSEA Network, and senior-level oversight body (HCT/UNCT).
- Experience in the fields of sexual exploitation and abuse, protection, protection, gender-based violence, accountability to affected populations (AAP), gender mainstreaming and/or humanitarian affairs.
- Excellent writing skills in English and ability to write clearly and concisely.

Languages

- Fluency in English is required, and knowledge of Portuguese is an advantage.

6. Performance indicators for the evaluation of results

Deliverables:

1. Sustainable Funding Model for implementation of the inter-agency risk assessment on sexual exploitation and abuse. (Total of 8 days).
 - a. First draft due by Friday 14 July
 - b. Inputs by PSEA team provided by Tuesday 18 July
 - c. Final version due by 20 July
2. Sustainability Model to promote the continuity of SEA risk reduction within humanitarian and development frameworks. (8 days by Friday 28 July).
 - a. First draft due by Friday 28 July
 - b. Inputs by PSEA team provided by Tuesday 01 August
 - c. Final Version due by Friday 04 August
3. PSEA Marker System and guidance on how to use the Marker System, to track, improve, and support strengthened PSEA programming across the country-level response. (14 days by 31 August).
 - a. First draft due by Wednesday 23 August

- b. Inputs by PSEA team provided by Friday 25 August
- c. Final Version due by Friday 08 September

REQUIRED COMPETENCIES

The incumbent is expected to demonstrate the following values and competencies:

Values – all IOM staff members must abide by demonstrate these three values:

- Inclusion and respect for diversity Respects and promotes individual and cultural differences. Encourages diversity and inclusion.
- Integrity and transparency: Maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: Demonstrates ability to work in a composed, competent, and committed manner and exercises careful judgment in meeting day-to-day challenges.
- Courage: Demonstrates willingness to take a stand on issues of importance.
- Empathy: Shows compassion for others, makes people feel safe, respected, and fairly treated.

Core Competencies – behavioral indicators *level 1*

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge continuously seeks to learn, share knowledge, and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring, and motivational way.

Other

- Appointment will be subject to certification that the candidate is medically fit for appointment, verification of Education certificate and security clearances.
- Women with the above qualifications are encouraged to apply.
- Only shortlisted candidates will be contacted for further consideration.
- Please note that the terms and conditions of this consultancy may be subject to negotiation and modification based on the specific requirements of the project and the selected candidate's qualifications and availability.

How to apply:

Interested candidates are invited to submit their applications in **ENGLISH**, with:

- a) The cover letter clearly specifies suitability and availability date.
- b) Detailed curriculum vitae, including skype user ID, phone number, historical salary and minimum three referees (preferably former direct supervisors).

Please submit your application by email to iommzbvacancies@iom.int , indicating the reference code above **[Name, CFCV/MZ10/2023/055 – PSEA Consultant]** as subject. The deadline for applications is **04 July 2023**.

Only applicant who meets the above qualification will be considered.

No Fees:

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training, or other fee). IOM does not request any information related to bank accounts.

Posting Period

20.06.2023 to 04.07.2023