

TERMS OF REFERENCE
For International Individual Consultant: GBV Specialist – Mainstreaming IASC GBV Guidelines

Hiring Office:	UNFPA Cox’s Bazar Sub Office Bangladesh
Purpose of the consultancy:	<p>Gender-based violence is among the greatest protection challenges individuals, families, and communities face during humanitarian emergencies. UNFPA Bangladesh is leading the response to meet the GBV needs of the Forcefully Displaced Myanmar Nationals. Integrating GBV concerns into the humanitarian response is important to reduce inequalities and gender biases in humanitarian response that occur because of the inadequate analysis of dynamics of social/gender relations and how these are interpreted and reflected by humanitarian actors in service provision. Women and girls in Bangladesh continue to be affected by gendered discriminatory norms and practices which impact on their capacity to access services and information in key sectors of operation in the country. It is important that humanitarian actors understand how different gender roles of men and women can mediate access to services to apply mitigating strategies. The IASC guidelines for integrating GBV into humanitarian response provide tools and strategies that humanitarian actors can utilize to coordinate, plan, implement, monitor, and evaluate essential actions for the prevention and mitigation of gender-based violence (GBV). It is important that humanitarian actors across key sectors in Bangladesh are acquainted with this tool to achieve more gender-responsive planning, focus, targeting, implementation and monitoring.</p> <p>In view of the above, UNFPA is seeking to recruit a GBV Specialist, Mainstreaming IASC GBV Guidelines to be based in Cox’s Bazar. The GBV programme associate will work under the direct supervision of the GBViE Specialist/GBViE Lead in Cox’s Bazar Office. S/he will ensure direct support to the GBV in Emergency (GBViE) Programme at Cox’s Bazar District with frequent travel to emergency-affected districts as and when required. S/he will provide technical capacity-building support to the implementation of training and other activities related to mainstreaming GBV concerns into humanitarian response planning.</p>
Scope of work:	<p>Development of tools/modules/guidelines</p> <ul style="list-style-type: none"> ● Conduct a review of existing interventions in the areas of GBV mitigation with sector and agencies ● Conduct capacity assessment of sector members and develop capacity enhancement plans to cover the period from October 2022 – September 2023 in consultation with sector coordinators

- Develop a training module for a TOT on GBV mitigation utilizing existing tools and guidelines
- Implement a trainer of trainers' workshop on mainstreaming GBV into key sectors for the humanitarian response

Capacity Building:

- Implement TOT on GBV mitigation using developed modules for sector members/humanitarian actors on integrating GBV concerns within sector plans, programmes and operations.
- Develop an action plan with sector coordinators and members on routine update of knowledge among sector field workers on GBV mitigation
- Build capacity of UNFPA and partners in GBV integration and provide technical expertise and guidance to partners on GBV trainings programmes and curriculum
- Develop and disseminate a database on partners trained on GBV mainstreaming
- Develop clear guidance, supervision, mentoring and coaching guidelines to monitor capacity of target beneficiaries

Programme management:

- Conduct discussions with UNFPA implementing partners and recommend strategies for improved integration of GBV concerns into programme planning
- Contribute to programme strategies with a focus on mainstreaming GBV
- Any other activities as assigned by UNFPA Country office management
- Oversee and provide guidance on planning appropriate approaches and strategies to ensure Quality integration of GBV concerns into programmes of UNFPA and partners

Coordination and Reporting

- Work within existing coordination plans to include reporting on integrating GBV concerns into sectors programmes and plans as a standing agenda item
- Work closely with the GBVSS to develop a monitoring plan for monitoring the implementation of the priorities on GBV mainstreaming as indicated in sectors work plan
- Participate at inter-sector meetings to access information on gaps, challenges and opportunities for mainstreaming GBV

Knowledge management

- Document process and best practices that emerge and disseminate
- Contribute to the UNFPA humanitarian situation reports with a focus on sectoral mainstreaming of GBV concerns into humanitarian response

Duration and working schedule:	60 days (work for 60 days staggered over a period of 4 months)
Place where services are to be delivered:	This consultant will undertake remotely but will focus on Cox's Bazar, Bangladesh
Delivery dates and how work will be delivered (e.g. electronic, hard copies, etc.):	<ul style="list-style-type: none"> ● Inception report and a detailed work plan and schedule seven days after signing of contract. ● Monthly progress report ● A final report with annexes to include the following - <ul style="list-style-type: none"> i. A training package on mainstreaming GBV concerns into sectors ii. A database of humanitarian actors' beneficiaries iii. Work Plan with key sectors and monitoring plans iv. Documented report on process and best practices

Monitoring progress control, including reporting requirements, periodically format and deadline	Progress will be monitored on a bi-monthly basis with progress reports by the GBV SS coordinator
Supervisory arrangements:	Under the overall guidance of Cox's Bazar GBV Program Specialist and direct guidance and supervision of the GBVSS, as well as general supervision from the Head of Sub-Office, UNFPA CXB.
Expected travel:	Within Bangladesh
Required expertise:	<ul style="list-style-type: none"> ● Master's Degree or equivalent in Social Sciences, Development Studies, Women and Gender Studies, Sociology, International Development, or related field OR ● A first-level university degree with a combination of relevant academic qualifications and experience or another related field may be accepted in lieu of the advanced university degree with 5 years of experience. ● Prior working experience in GBV, gender issues, women, and girls' empowerment and sexual and gender-based violence. ● Prior working experience in emergency preparedness and response for a natural disaster or man-made conflict is an added value. ● Experience with the UN is an added advantage. ● Fluency in oral and written English
Competencies required:	<ol style="list-style-type: none"> 1. Values: Exemplifying integrity; Demonstrating commitment to UNFPA and the UN system; Embracing cultural diversity; Embracing change. 2. Core Competencies: Achieving results; Being accountable; Developing and applying professional expertise; Thinking analytically and strategically; Working in teams/managing ourselves and our relationships; Communicating for impact. 3. Functional Competencies: Advocacy/Advancing a policy-oriented agenda; Leveraging the resources of national governments and partners/building strategic alliances and partnerships; Delivering results-based programmes; Internal and External Communication and advocacy for results

Inputs/services to be provided by UNFPA or implementing partner (e.g. support services, office space, equipment):	Consultant will organize his/her own logistics since she/he will be working remotely
Payment instruction:	<ul style="list-style-type: none"> • 50% upon submission and acceptance of the training package • 50% upon final submission and acceptance of the reports and other relevant documents
Level of the consultant:	Commensurate to the qualification and experience of the selected Consultant as per the IC guideline
Other relevant information:	Expected start date 16 October 2022.
How to Apply	<ul style="list-style-type: none"> • Applicants with the required qualifications and experience stated above Required expertise, qualifications and competencies, including language requirements should submit a copy of curriculum vitae (CV), a cover letter and contact information of three references. • Please Send your application electronically to the dedicated email inbox of: kpalma@unfpa.org <p>Note: Only those candidates who meet all qualifications and experience will be contacted for further consideration. Kindly note that incomplete applications will be automatically disqualified.</p> <p>Female candidates are encouraged to apply The application deadline is 13 October 2022.</p>