

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

CONSULTANCY - Gender-based Violence Specialist	
Hiring Office:	UNFPA Sub-Regional Office for the Caribbean
Purpose of consultancy:	Provide technical assistance to an effective and sustainable regional roll-out of the Essential Services Package (ESP) through institutional strengthening of core regional institutions and CSOs.
Scope of work:	<p>UNFPA is the sexual and reproductive health and rights agency of the United Nations. Our mission is to deliver a world in which every pregnancy is wanted, every childbirth is safe and every young persons' potential is fulfilled. UNFPA is working with governments, civil society, regional partners and other UN agencies to achieve the Sustainable Development Goals (SDGs) by 2030, which specific focus on Goal 3 (health), Goal 5 (gender equality), and Goal 10 (reduced inequalities).</p> <p>GBV is a persistent problem across the Caribbean. Intimate partner violence (IPV), domestic violence (DV), sexual violence, trafficking in persons (TiP), sexual exploitation and abuse, femicide and incest are the most common forms of GBV. Gang violence and criminality levels are high in several countries, and the region is prone to natural disasters; such as flooding, hurricanes and earthquakes, which in most areas are a seasonal occurrence. Several Caribbean countries have received a large influx of migrants/refugees escaping the humanitarian emergency in Venezuela, as well as other migrant populations including from Haiti and Cuba. Those identified as being at highest risk of GBV in the Caribbean are women and girls, LGBTQI persons, sex workers, persons with disabilities and migrants/refugees. Their vulnerabilities are further compounded by institutionalized gender inequalities and the harmful socio-cultural norms and practices that foster them, constraints in the policy and legislative enabling environment, limited livelihood opportunities, limited access to education; including comprehensive sexuality education, poverty, early pregnancy stigma, lack of bodily autonomy and, for the latter group, also language barriers and xenophobia. With the persistent threat posed by natural hazards (mainly hurricanes, earthquakes) and the environmental fragility, ensuring a continuum of care between development and humanitarian settings is critical.</p> <p>The COVID-19 pandemic has impacted the Caribbean, and some of the biggest barriers identified in accessing GBV services are a lack of toll-free hotlines, limited psychosocial support systems, a shortage of GBV shelters, limited knowledge/trust of available GBV-specialized services and how to access them, limited human resources in number and capacity, limited availability of supplies/equipment, including Personal Protection Equipment (PPEs) and a lack of coordination among service providers. In addition, there is a worrying lack of GBV information management systems, Standard Operating Procedures (SOP's) and GBV coordination mechanisms across the region, resulting in low levels of technical capacity.</p> <p>In the Caribbean, UNFPA leads the roll-out of the United Nations Joint Global Programme on "Essential Services for Women and Girls Subject to Violence" (the "Programme"), a partnership by UN Women, UNFPA, WHO, UNDP and UNODC, aims to provide greater access to a coordinated set of essential and quality multi-sectoral services for all women and girls who have experienced gender based violence. With the aim to fill the gaps between the agreements and obligations made by the States at the international level for the provision of services for VAWG and the existing country level activity, the "Programme" has developed an "Essential Service Package for Women and Girls Subject to Violence"¹, which is integrated by six overlapping modules². The Essential Service Package (ESP), identifies the most critical services to be provided by the health, social services, justice, and police sectors, along with quality guidelines for the core elements of each essential service. The Package also includes guidelines for the coordination of essential services and the governance of coordination processes and mechanisms. Additionally, a "Roadmap and tools for the implementation of the</p>

¹ <https://www.unfpa.org/essential-services-package-women-and-girls-subject-violence>

² Module 1 Overview and Introduction; Module 2: Health Essential Services; Module 3: Justice and Policing Essential Services; Module 4: Essential Social Services; Module 5: Essential Actions for Coordination and Governance of Coordination. To the initial package another module was added, due to its importance to support the planning and implementation of the EPS: Module 6: Implementation Guide.

	<p>Programme on Essential Services for women and girls subject to violence” was developed to provide guidance on some of the initial basic steps to operationalize the key quality of care elements and guidelines of the Essential Services Package.</p> <p>Within the delegated authority, in close collaboration with the already established UNFPA regional Spotlight team and under the supervision of the Deputy Director, the Consultant will support an effective and sustainable regional roll-out of the Essential Services Package (ESP) through institutional strengthening of core regional institutions and CSOs.</p> <p>A regional community of practice to promote exchanges, cooperation and learning under the framework will be operationalized with strong linkages with the Latin America community of practice. This community will define the priorities for inter-sectoral capacity building on the ESP at regional level; and exchange of good practices and south-south cooperation with the objective to improve policies and programmes oriented to the response to family violence (secondary and tertiary prevention).</p> <p>Regionally developed technical guidelines, such as guidelines for GBV shelters developed by UNFPA, will be analysed through an intersectional lens to allow for adaptation by all five sectors (including education) as part of the regional support to an effective roll-out of the ESP in all areas.</p> <p>Efforts will furthermore be undertaken to establish a common understanding among regional entities – CDEMA, OECS and regional CSO networks, of what constitutes minimum GBV prevention and response programming in emergencies taking into consideration the Inter-Agency Minimum Standards for Gender-Based Violence in Emergencies Programming, the regional context and to ensure a strong linkage with the roll-out of the Essential Service Package.</p> <p>The consultant is furthermore expected to support EU reporting requirements, and produce periodic updates and briefs on the programme to be used by the Resident Coordinator, UNFPA and other stakeholders</p>
Duration and working schedule:	The consultancy will initially cover a period of six months, 20 days per month
Place where services are to be delivered:	Taking the current pandemic into consideration, the consultant will work mostly remotely
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	<p>Delivery dates will be defined and monitored in consultation with the supervisor.</p> <p>Electronic reports, hard copies and knowledge transfer notes (as stipulated by the guidelines)</p>
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	As per the established guidelines and in consultation with the supervisor. At the start of the consultancy, a work plan will be agreed with defined deliverables and delivery dates.
Supervisory arrangements:	The consultant will work under the supervision of the Deputy Director
Expected travel:	Not likely
Required expertise, qualifications and competencies, including language requirements:	<p>Qualifications, skills, experience:</p> <ul style="list-style-type: none"> ● Advanced higher degree (Master’s or equivalent) in a relevant area, Social Science, Gender Studies, International Development, Law, Human Rights, Political Science, International Relations, Peace and Conflict Studies, Communications or other related field. ● At least 5 years of professional work experience in gender-based violence or gender equality programmes or other relevant programmes; experience with the GBV Essential Service Package is a very strong asset, as is experience in the field of GBV in Emergencies, particularly targeting adolescent girls; ● Experience working in the UN or other international development organization is desirable; ● Excellent oral and written skills; excellent drafting, formulation, reporting skills; ● Accuracy and professionalism in document production and editing; ● Excellent interpersonal skills; culturally and socially sensitive; ability to work inclusively and collaboratively with a range of partners;

	<ul style="list-style-type: none"> ● Ability to lead formation of strategies and their implementation; to build and sustain effective partnerships with UN Agencies and main constituents, coordinate and advocate effectively, communicate sensitively across different constituencies; and to negotiate and interact with several stakeholders, identify and analyze trends; ● Ability to work and adapt professionally and effectively in a challenging environment; ability to work effectively in a multicultural team of international and national personnel; ● Solid overall computer literacy, including proficiency in various MS Office applications (Excel, Word, etc.) and email/internet; familiarity with database management; and office technology equipment; ● Self-motivated, ability to work with minimum supervision; ability to work with tight deadlines; and ● Working experience in the Caribbean would be a strong asset. <p>Competencies and values:</p> <ul style="list-style-type: none"> ● Professionalism: demonstrated understanding of operations relevant to UNFPA; technical capabilities or knowledge relevant or transferrable to UNFPA procedures and rules; discretion, political sensitivity, diplomacy and tact to deal with clients; ability to apply good judgement; ability to liaise and coordinate with a range of different actors, especially in senior positions; where appropriate, high degree of autonomy, personal initiative and ability to take ownership; resourcefulness and willingness to accept wide responsibilities and ability to work independently under established procedures; ability to manage information objectively, accurately and confidentially; responsive and client-oriented; ● Integrity: demonstrate the values and ethical standards of the UN and UNFPA in daily activities and behaviours while acting without consideration of personal gains; resist undue political pressure in decision-making; stand by decisions that are in the organization’s interest even if they are unpopular; take prompt action in cases of unprofessional or unethical behaviour; does not abuse power or authority; ● Teamwork and respect for diversity: ability to operate effectively across organizational boundaries; excellent interpersonal skills; ability to establish and maintain effective partnerships and harmonious working relations in a multi-cultural, multi-ethnic, mixed-gender environment with sensitivity and respect for diversity; sensitivity and adaptability to culture, gender, religion, nationality and age; commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of UN operations; ability to achieve common goals and provide guidance or training to colleagues; ● Commitment to continuous learning: initiative and willingness to learn new skills and stay abreast of new developments in area of expertise; ability to adapt to changes in work environment. ● Planning and organizing: effective organizational and problem-solving skills and ability to manage a large volume of work in an efficient and timely manner; ability to establish priorities and to plan, coordinate and monitor (own) work; ability to work under pressure, with conflicting deadlines, and to handle multiple concurrent projects/activities; ● Communication: proven interpersonal skills; good spoken and written communication skills, including ability to prepare clear and concise reports; ability to conduct presentations, articulate options and positions concisely; ability to make and defend recommendations; ability to communicate and empathize with staff (including national staff), military personnel, volunteers, counterparts and local interlocutors coming from very diverse backgrounds; capacity to transfer information and knowledge to a wide range of different target groups; <p>Language skills;</p> <ul style="list-style-type: none"> ● Fluency in spoken and written English is required ● Working knowledge of Spanish is an advantage
<p>Other relevant information or special conditions, if any:</p>	<p>The consultant will be paid an amount that will be agreed in the letter of intent.</p>