

ADVERTISEMENT – EMPLOYMENT OPPORTUNITY

Position Title: CONSULATANT - SAFEGUARDING MONITOR
Location: Kakuma and Dadaab Refugee Camp
Contract Term: Full-time, 1-year contract with possibility for extension
Ref: WIK/SM/14/2022

BACKGROUND:

Windle International Kenya (WIK) is a humanitarian education organization providing education to refugees and needy Kenyans. WIK was founded in 1977 with the belief that good education was essential if Africa was to meet the challenges it faced. We are working with communities in Dadaab, Fafi, Wajir South, Turkana West, Dadaab Refugee Camp, Kakuma Refugee Camp and Kalobeyei Settlement on education projects.

ABOUT THE CONSULTANCY:

Windle International Kenya is seeking to engage a consultant to undertake monitoring of our protection and safeguarding policies and procedures. WIK is committed to ensuring a holistic strategy that will focus on ensuring our safeguarding measures keep not only children, but staff and all those we serve in a safe environment and support the wide range of stakeholders across the departments to continue to uphold the highest standards of our safeguarding duty and duty of care.

WIK reviews its policies, procedures and processes and aims to monitor their implementation on a regular basis with an aim to consistently ensure that safeguarding principles are fully embedded in all our programmes. WIK aims to engage a consultant to support in strengthening existing safeguarding capacity and procedures in programmes. This will be undertaken by reviewing current processes, meetings with key stakeholders, and based on the findings providing tailored contextual updates and recommendations on areas of strengthening as well as strengthening the capacity of staff through trainings. Additionally, ensuring all key staff have the capacity to deliver on their responsibilities to the highest standards on areas related to protection and safeguarding.

It is key that the consultant is aware of the importance in managing an audit process in a confidential and contextually sensitive manner. Mindfulness is to be ensured whilst understanding the cultural and contextual nuances and adapting all approaches when speaking and engaging different stakeholders with the organization.

DELIVERABLES:

The consultant will be expected to:

- Review and assess compliance of WIKs existing policies, strategies and procedures against best practices in the area of safeguarding and protection.
- Test the effectiveness of current policies, procedures and processes relating to protection and safeguarding
- Undertake field audits in both Dadaab and Kakuma Refugee Camps
- Engage and interview students, staff, suppliers and other key stakeholders on implementation of protection and safeguarding policies to gain more understanding on the current status
- Undertake trainings to key staff on gaps identified and strengthening their capacity in areas related to protection and safeguarding
- Develop a risk assessment matrix, and review key risk areas providing recommendations on how they can be addressed
- Prepare a report on findings following the mission
- Develop an assessment plan and a checklist for WIK to assess compliance to safeguarding
- Debrief WIK Board on key findings
- Conduct an annual meeting with WIKs safeguarding focal points and staff to assess implementation of policies, identify impact and lessons learned

SCOPE OF WORK

- Duration: The consultant will be engaged for a total of 32 days within the year – this will be spread throughout the year, with an engagement of eight days each quarter
- Location: Dadaab and Turkana Counties

QUALIFICATIONS

- Degree in social sciences, gender, psychology, counselling or related area
- Additional training in areas related to protection and safeguarding
- Worked with protection, child protection and gender in both development and emergency settings in ASAL and post-conflict contexts
- Experience working in a programme management capacity in development and emergency settings and have some field experience will be an added advantage
- Experience in facilitating trainings of staff
- Experience of policy review and process development for organizational safeguarding is highly desirable
- A demonstrated ability to work effectively with diverse teams in a multi-cultural and dynamic setting mainly most-at-risk populations like refugees
- Solutions focused with ability to identify weaknesses and drive continuous improvement.
- Ability to prioritize and plan ahead

HOW TO APPLY

Interested individuals should send the following:

1. Resume
2. A proposal (2 pages maximum) highlighting your experience, availability and plan to discharge the assignment (Technical Proposal);
3. A quotation indicating proposed daily professional rate for this assignment (Financial Proposal)

If you wish to apply for this position, please submit your application through the following link <https://forms.gle/A3ZCQoHQBEVzdsCH8> Deadline for applications is **Monday 5th September 2022**.

Please note that only shortlisted candidates will be contacted. Canvassing will lead to automatic disqualification. Windle International – Kenya selection processes reflect our commitment to equal opportunity regardless of one's gender, disability, religion or ethnic affiliation. We work in schools and are committed to safeguard children from abuse. Female candidates are strongly encouraged to apply.

Executive Director

Windle International Kenya