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(pdf format only)

Position: Child Protection Consultant - Delhi

Employing Agency (Employer): Inductus Limited

Duration of the contract: Initial period from 01-Jan-2025 to 31-May-2024 (Extendable till 31-Dec-2025) TOR validity period is 24 months

Remuneration: Gross compensation budgeted for the position is attractive. Please note that the offer made to the selected candidate shall be commensurate with qualifications, experience, and salary history. **(Current and Expected professional fee has to be quoted on portal)**

No. of Vacancy: 1

Duty Station: Delhi

Reporting Line:

- Administrative Supervision- Inductus Limited
- Technical Supervision- Child Protection Specialist

Last Date for Application: 18th Dec 2024

CONTENT OF TERMS OF REFERENCE

BACKGROUND / RATIONALE: The Child Protection Programme of UN ORGANISATION India is spread across 17 states in the country managed through 13 field offices and the country office in Delhi. The programme focuses on four key issues: adolescent empowerment leading to ending of child marriage, violence against children, equitable justice for children, children in need of care and protection and prevention of family separation.

ADOLESCENT EMPOWERMENT COMPONENTS

The programme has made significant progress over the period of years. UN ORGANISATION is proud to be an integral partner in Government of India's endeavors for improving the state of children through legal and policy reforms, enacting new laws and developing national programs that address the needs of children. The Child Protection sector in India is a relatively new sector with legislative reforms and schemes and services accelerating 2011 onwards with schemes and services being resourced by the government and the mandate set for national implementation.

UN ORGANISATION has worked collaboratively with government and non-government partners to create an enabling environment, strengthen systems and build capacity of staff and community at large till the lowest administrative levels (district, blocks, villages). UN ORGANISATION has worked towards bringing a lasting change with targeted interventions to End Child marriage (ECM), empower adolescents for inter-generational change of mindsets, prevention of Violence Against Children (VAC), improving standards of care in institutions while promoting Family-Based Alternative Care and facilitating for equitable justice for children through sustained advocacy and programming at the national and state level

.Moving forward, it is well recognized that child protection programs have to be all-inclusive, reaching the most vulnerable children who are either unreached or marginalized. While government child protection specific programs, scheme and services are being implemented, UN ORGANISATION works very closely to identify gap areas, strengthen implementation and demonstrate replicable effective models for at scale uptake across the range of thematic priorities. Political ownership needs to be further leveraged to intensify programmatic inputs and resource mobilization for at-scale programs at the national level.

Strong advocacy at the national level with the nodal ministry- Ministry of Women and Child Development – remains key to accelerating the progress aspired for especially with regard to adolescent empowerment, systems strengthening, ending violence against children (EVAC) with focus on GbV and prevention of family separation through promoting family based alternative care (FBAC) and deinstitutionalization.

PURPOSE OF ASSIGNMENT

Under the overall supervision of the Child Protection Specialist /Adolescent Empowerment, the proposed consultancy has been designed to provide support for strengthening the child protection systems with specific thematic focus on Adolescent Empowerment, EVAC and FBAC and aligned with the global Child Protection Systems Strengthening (CPSS) framework as included in the CP workplan. The consultant will support CP sector's need for system strengthening, support interventions on adolescents and young people through strong and sustained advocacy and liaison with the Ministry of Women and Child Development on especially interventions that aim at ensuring policy-oriented delivery of services and social goods for adolescents. The consultant will provide professional expertise and assistance in working closely with the ministry and UN ORGANISATION along agreed outcomes and results as well as evolving needs on a continuous basis.

1. OBJECTIVES

The objective of this consultancy is to strengthen child protection systems with specific thematic focus on Adolescent Empowerment, EVAC and FBAC and aligned with the global CPSS framework within CP national commitments.

1. Technical support for development of programme guidance and standard operating procedures to enable more effective implementation of Mission Vatsalya, Mission Shakti and other Child Protection related policies, communication and advocacy opportunities (e.g. on International Girl Child Day) and programmes including supporting on socialising/ advocacy with MWCD on Child Protection System Strengthening framework. Strengthen systems to improve prevention and response to violence against women and children including gender-based violence.

2. Provide support for strengthening, institutionalizing and scaling up family based alternative care and prevention of family separation including support on identification and corresponding knowledge management of national and global best practices.
3. Provide support to strengthening adolescent centric services and information including development and operationalising of action plans (districts/ states) and interventions on ending child marriage & adolescent empowerment.

2. MAJOR TASKS TO BE ACCOMPLISHED: Main responsibilities and tasks:

Technical support for inter-departmental convergence and development of programme guidance, communication packages to enable more effective implementation of Mission Vatsalya, Mission Shakti and other Child Protection related policies and programmes including supporting on national frame working of the CPSS.

- **Review Existing Frameworks:** Conduct a comprehensive analysis of current policy documents, guidelines, and SOPs related to Mission Vatsalya, Mission Shakti, and BBBP (including action planning) along progress made and areas which require strengthening alongside strategies (including inter-departmental convergence) which could enhance implementation success.
- **Gap Identification:** Identify gaps and bottlenecks in the existing policy and operational frameworks, with an emphasis on issues impacting efficient implementation.
- **Resource Toolkit Development:** Compile resources like checklists, flowcharts, and FAQs to help practitioners easily access critical steps and guidelines.
- **Coordination with national and state governments** to support policy alignment and strengthen coordination mechanisms.
- **Best Practices Documentation:** Document and share select case studies, best practices, and lessons learned from early implementation stage.

Strengthen systems to improve prevention and response to violence against women and children including gender-based violence.

- Support the development of programmatic guidance and SOPs.
- Advocacy and frame working support on Capacity Building and Training for Frontline Workers.
- Strengthen multisectoral coordination mechanisms with ministries situating MWCD as the convening ministry.

Provide support for strengthening, institutionalizing and scaling up family based alternative care and prevention of family separation including support on identification and corresponding knowledge management of national and global best practices.

- Support in the identification of national best practices and facilitate for the Ministry's integration of the best practices as part of the guidance issued.
- Advocacy efforts for more institutionalised family strengthening services including support the design of family strengthening programs, such as parenting workshops, and community-based services, that help prevent family separation.
- Participation in national level meetings and workshops

Provide support to strengthening adolescent centric services and information including development and operationalizing of action plans and interventions on ending child marriage & adolescent empowerment.

- Technical support in Adolescent-Centric Action Plans at the state and national level aligned with the flagship schemes integrating Cross-Sectoral Elements
- Support in establishing interdepartmental coordination situating MWCD as the convening / nodal ministry to facilitate for consistent and coordinated implementation of adolescent empowerment policies.

3. TASKS, DELIVERABLES AND TIMELINES

S N	Major Task	Deliverable	Specific delivery date/deadline for completion of deliverable (please mention as date/no. of days/month)	No. of travel days
1	Advocacy and support to "Bal Vivah Mukht Bharat" (Child Marriage Free India) Advocacy points identified and linked to ongoing schemes and GPECM Phase III approach	<ul style="list-style-type: none"> • "Bal Vivah Mukht Bharat" (Child Marriage Free India) launch plan and related interventions collated. • State "Bal Vivah Mukht Bharat" (Child Marriage Free India) priority interventions mapped . 	December 1 May 30 2025	N/A
2	Support finalization of policy roadmap reports with MWCD and MOSJE	<ul style="list-style-type: none"> • Policy roadmap agreement report • Finalization of the MoVs at the Ministry level in consultation with UN ORGANISATION CP Specialists. • Monthly Progress report 	December 1, 2024 December 31, 2024	N/A
3	Advocacy and technical support on CPSS adoption & implementation	<ul style="list-style-type: none"> • Develop CPSS advocacy note with district modelling prepared. • Report on key agreements with MWCD and NIPCCD on CPSS adaptation and implementation at the state/district level. • Support with coordination on national workshop on care reform • Monthly progress report 	January 1, 2025 January 31, 2025	N/A

4	Advocacy and support with documentation	<ul style="list-style-type: none"> • Support in identifying national best practices. • Facilitate the integration of best practices with the Ministry's effort on CPMIS • Monthly progress report 	February 1, 2025 February 28, 2025	N/A
5	Support to strengthen multisectoral coordination mechanisms with ministries situating	<ul style="list-style-type: none"> • Report on EVAC and GbV agreements with the ministry based on multi sectoral discussions. MWCD as the convening ministry. • Support towards regular follow up and review by the MWCD action plan (protection rights of Children with Disabilities) • Report of follow up actions on policy progress made with MWCD on protection rights of children with disabilities. February 2025 onwards every quarter • Coordination support for international exposure visit on Family based alternative care for participation and engagement of MWCD • Monthly progress report 	March 1, 2025 March 31, 2025	N/A
6	Together with MWCD support annual Adolescent empowerment learning visits to select state/s	Monthly progress report including learning visit	February 1, 2025 - May 30, 2025	5 travel days to elect state
7	Support development/ update of BBBP guidelines, and communication packages Technical support and update on inter- departmental convergence for effective implementation of actions plans at state/districts level purview of Mission Shakti Scheme. Review implementation of BBBP (District/ Regional) action plans	<ul style="list-style-type: none"> • Monthly progress report (Including on BBBP guidelines roll out report) • District/ Regional plans reviewed • Collate lessons on inter-departmental convergence 	Mar 1, 2025- May 31, 2025	Travel of 6 days
8	Advocacy and coordination with NIPCCD on Capacity Building and Training for Front line workers	<ul style="list-style-type: none"> • Status report on the capacity building and training of frontline workers • Monthly progress report 	June 1, 2025 – June 30, 2025	3 travel days to state
9	Support/Facilitate inter sectoral coordination with MWCD leading the coordination process	<ul style="list-style-type: none"> • Draft of GbV intersectoral coordination guidance and SOPs. • Monthly progress report 	July 1, 2025 – July 31, 2025	N/A
10	Liaison and collaboration on the JJ consultations Technical support and update on inter- departmental convergence for effective implementation of actions plans at state/districts level as part of Mission Shakti Scheme.	<ul style="list-style-type: none"> • In collaboration with Supreme court, MWCD and experts support design of parameters for the 2025 consultation. • Monthly progress report 	August 1, 2025 - August 31, 2025	5 travel days to select / states
11	Support the JJ consultation event of the supreme court and other needs that may arise.	<ul style="list-style-type: none"> • Monthly progress report 	September 1, 2025- September 30, 2025	N/A

12	Conduct desk review and analysis of the state and district action plans with focus on advancing equity, transformative gender and policy specific strategies on adolescents Advocacy and technical support to girl-centric activities.	<ul style="list-style-type: none"> • Monthly progress report • 30 November 2026 (Annual Activity Pack 2) 	October 1, 2025 - October 31, 2025	Travel of 5 days to state
13	Support development/ update of BBBP guidelines, and communication packages Technical support and update on inter- departmental convergence for effective implementation of actions plans at state/districts level as part of Mission Shakti Scheme. Advocacy and technical support to girl-centric activities	<ul style="list-style-type: none"> • Monthly progress report • Select state based international days (e.g International Girl Child Day etc) communication/ activity plans (two) developed 	November 1, 2025 - November 30, 2025	6 days travel to select states
14	Finalization of the JJ Consultation report with the Ministry	<ul style="list-style-type: none"> • Support with coordination with the Ministry for its input on the JJ Consultation Report. • Finalization of the MoVs at the Ministry level in consultation with UN ORGANISATION CP Specialists. • Monthly Progress report 	December 1, 2025 December 31, 2025	N/A
15	Support to implementation of BBBP (District/ Regional) action plans	<ul style="list-style-type: none"> • 30 May 2026 (District/ Regional plans - Pack • Monthly progress report 	January 1, 2026 January 31, 2026	5 travel days
16	Engage and Support stock-take of expansion interventions (Adolescents/ECM) in the North-Eastern part (Tripura). Technical support and update on inter- departmental convergence for effective implementation of actions plans at state/districts level as part of Mission Shakti Scheme.	<ul style="list-style-type: none"> • Monthly progress report 	February 1, 2026 February 28, 2026	5 days travel to select region/s
17	Technical support and update on inter- departmental convergence for effective implementation of actions plans at state/districts level as part of Mission Shakti Scheme.	<ul style="list-style-type: none"> • Monthly progress report 	March 1, 2026 March 31, 2026	5 travel days to select states
18	Technical support and update on inter- departmental convergence for effective implementation of actions plans at state/districts level as part of Mission Shakti Scheme.	<ul style="list-style-type: none"> • Monthly progress report 	April 1, 2026 April 30, 2026	3 Travel days to states

19	Technical support and update on inter- departmental convergence for effective implementation of actions plans at state/districts level as part of Mission Shakti Scheme.	<ul style="list-style-type: none"> • Monthly progress report 	May 1, 2026 May 31, 2026	3 travel days to state
20	Technical support and update on inter- departmental convergence for effective implementation of actions plans at state/districts level as part of Mission Shakti Scheme.	<ul style="list-style-type: none"> • Monthly progress report 	June 1, 2026 June 30, 2026	3 travel days to state
21	Technical support and update on inter- departmental convergence for effective implementation of actions plans at state/districts level purview of Mission Shakti Scheme.	<ul style="list-style-type: none"> • Monthly progress report 	July 1, 2026 July 31, 2026	3 travel days to state
22	In collaboration with Supreme court and Ministries support JJ consultation preparation	<ul style="list-style-type: none"> • Monthly progress report • (Agenda design, commitments, scoping etc for the JJ consultation. 	August 1, 2026 August 31, 2026	3 travel days to state
23	Technical support and update on inter- departmental convergence for effective implementation of actions plans at state/districts level purview of Mission Shakti Scheme	<ul style="list-style-type: none"> • Monthly progress report 	September 1, 2026 September 30, 2026	3 travel days to state
24	Technical support and update on inter- departmental convergence for implementation of actions plans at state/districts level purview of Mission Shakti Scheme. effective	<ul style="list-style-type: none"> • Monthly progress report 	October 1, 2026 October 31, 2026	3 travel days to state
25	Final completion report	<ul style="list-style-type: none"> • Monthly progress report 	November 1, 2026 November30, 2026	N/A
				Maximum of 81 travel days

4. DUTY STATION: New Delhi

5. **OFFICIAL TRAVEL INVOLVED: (YES)** To travel to states with prior approval as planned
6. **ESTIMATED DURATION OF CONTRACT (PART TIME / FULL TIME) :** Initial contract will be issued up to **31st May 2025** (will continue till 31-Dec-2025) TOR validity for 24 months
7. **QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES CORE/ TECHNICAL / FUNCTIONAL)/LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT**
- Applicant must have Post Graduation/ Master's degree in, demography/ statistics/ population studies / management / sociology or another relevant social science field.
 - A minimum of 8 years of professional experience in child protection related areas is requisite Demonstrates good writing and editing skills. (sample written reports will be required) Experience in working with Government or UN agencies or INGOS
 - Applicant must be Fluent in English and, Hindi (written and verbal) (validated during selection process)

COMPETENCIES

- Strong analytical skill and excellent communication skills
- Drive for results
- Applying technical expertise in learning and researching

PAYMENT SCHEDULE: Payment will be made against a monthly progress report detailing the tasks completed and achieved results which should be aligned with the key objectives of the consultancy