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|  | **UNITED NATIONS CHILDREN’S FUND** **INTERNSHIP ToR** |

**Child Protection**

**Location:** Ghana

**Duration:** 12 months

UNICEF works in some of the world’s toughest places, to reach the world’s most disadvantaged children. To save their lives. To defend their rights. To help them fulfill their potential. Across 190 countries and territories, we work for every child, everywhere, every day, to build a better world for everyone.  And we never give up.

**For every child, *a loving and safe home.***

**Background**

Every child has the right to grow up in a loving and supportive home and enjoy all their rights to reach their full potential. The importance of family is recognized internationally through the United Nations Convention on the Rights of the Child (UNCRC) 1989 and the UN Guidelines on Alternative Care for Children. The UNCRC Article 7 recognizes the right of every child to grow up in a family environment, to know and be cared for by their parents. In addition, Article 20 provides that a child temporarily or permanently deprived of their family environment, or in whose own best interest cannot be allowed to remain in that environment, shall be entitled to special protection and assistance provided by the State’ and that State Parties ‘shall in accordance with their national laws ensure alternative care for such a child to enable the child to grow up in a loving, caring and supportive environment.’

According to the Ghana Multiple Indicator Cluster Survey 2017/2018, 16.6 per cent of children in Ghana aged 0 to 17 years are not living with their biological parents. The Children Living in Residential Care in Ghana: Findings from a Survey of Well-being study (2020) conducted by the Ghana Department of Social Welfare and UNICEF revealed that around 3,530 children were living in 139 residential homes, of which only a third have valid licenses. Around 2 in 3 children have at least one living birth parent and, on average, stay for ten years in a residential home.

In Ghana, significant efforts have been made to improve national standards, regulatory frameworks, and laws to ensure children grow up in a caring and safe environment. Since the Care Reform Initiative (CRI) launch in 2007, the Government has improved the overall procedural, regulatory and gatekeeping mechanisms in line with the United Nations Guidelines on Alternative Care for Children. Available formal alternative care options include foster care, residential care, legal guardianship and adoption. Following the passage of the Foster Care Regulations in 2018, the Foster Care Operational Manual was published to guide the Department of Social Welfare (DSW) officers and foster care agencies in delivering foster care services, from identification and training of foster carers to child placement, monitoring and follow-ups. UNICEF is also supporting the Government in developing the new five-year roadmap for Care Reform and De-institutionalization based on the assessment of the previous Care Reform implementation. Yet, the scale-up of foster care placements has been slow for several reasons, including unmet needs for financial support to foster parents, which can undermine the willingness to foster children, and the limited capacity of caregivers to foster children with special needs.

Recognizing that a well-coordinated multi-sectoral response is needed to prevent and respond to child vulnerabilities, the Government of Ghana, with support from UNICEF and other development partners such as USAID, has been implementing the Integrated Social Services (ISS) Initiative since 2019. The ISS seeks to strengthen inter-sectoral collaboration between social welfare, social protection, and health actors at the decentralized and national levels. The ISS initiative is currently being implemented in 160 Metropolitan, Municipal and District Assemblies (MMDAs). In 2021, over 2,604 social service staff were trained on case management, community mobilization, referrals and more. Over 30,000 children-in-need benefitted from various social services through ISS, with over 1,350 children benefiting from family-based care services. These cases are managed and monitored through the Social Welfare Information Management System (SWIMS), a digital case management system to document, report and facilitate intersectoral referrals of child protection cases. Currently, UNICEF is supporting the Government in configuring a Family Tracing and Reunification (FTR) feature for SWIMS. Such configuration will allow the Government social welfare staff to locate separated family members and reunite them, as well as to match children and foster carers to meet the children’s needs adequately.

**How can you make a difference?**

Under the direct supervision of a Child Protection Specialist, the incumbent will work closely with the Department of Social Welfare (DSW) of the Ministry of Gender, Children and Social Protection (MoGCSP) and other relevant partners to accelerate the implementation of the Care Reform Initiative (CRI). Specifically, the incumbent will work on:

Supporting the implementation of the de-institutionalization (DI) roadmap

* Support disseminating the new DI roadmap widely to relevant stakeholders.
* Provide support to the Department of Social Welfare (DSW) to include key activities and indicators of the DI roadmap into their annual work plan and monitor the implementation through regular coordination and monitoring meetings.
* Support capacity building initiatives for DSW and partners (including CSOs, NGOs, Residential Homes for Children (RHCs), etc.) at the central and decentralized levels. Topics will include but are not limited to the new DI roadmap, Guidelines for DI of RHCs, Foster Care Operational Manual, ISS and case management and SWIMS.

Monitoring and evaluation (M&E)

* Support DSW in uploading alternative care case management data into SWIMS.
* Support DSW in producing regular reports with data/trend analysis and data visualization.
* Support DSW in routine monitoring of the conditions of RHCs against the minimum standards outlined in the Standard Operating Procedures for Inspection, Licensing and Monitoring Residential Homes for Children in Ghana.
* Support scaling up SWIMS in licensed RHCs.
* Support with programme monitoring visits to the programme/project sites.

Prevention and community engagement

* Review existing community engagement toolkits and strategies and strengthen materials and tailored messages around the benefits of DI and family-based care.
* Support implementing campaign activities, such as national dialogues, social media awareness raising, and community outreach sessions to sensitize parents, families, caregivers, institutional managers, and religious and local leaders on the benefit of child upbringing in a loving and caring home and available family-based and alternative care services.
* Support mapping existing gatekeeping mechanisms and developing innovative interventions to effectively prevent unnecessary family separation (i.e., the inclusion of vulnerable families and caregivers into the Government’s flagship social protection and income generation programmes; and the creation of a fund to provide support to families who provide family-based care support)

Knowledge management and evidence-based advocacy

* Support with the develop knowledge management and evidence-based advocacy/communication materials for innovative gatekeeping mechanisms
* Support with documenting current practices, challenges and ways forward on DI, foster care arrangements and prevention of family separation.

Others

* Support reporting and fundraising efforts related to alternative care.
* Assist any other tasks relevant to Care Reform Initiative, ISS and SWIMS.

**Expected results:**

The intern will contribute to the UNICEF Ghana County Programme of Cooperation 2023-2027, especially its Outcome 3: “By 2027, girls and boys in Ghana increasingly benefit from violence and exploitation prevention and response and civil registry services through an equitable, responsive, resilient and integrated child protection and social welfare systems,” as well as its two outputs: (1) National and decentralized service delivery systems are strengthened to improve access, responsiveness, resilience and quality of social welfare, criminal justice and birth registration services to prevent and respond to violence against children, including online child sexual exploitation and abuse and child marriage; and (2) Increased capacity of key stakeholders to foster the adoption of positive practices and attitudes among communities and households to identify, prevent and respond to violence, exploitation, abuse and child marriage. Some of the specific results are:

* The National DI Roadmap is disseminated in all MMDAs.
* DI roadmap indicators are included in the target MMDAs’ annual work plan.
* Training is organized for 60 MMDAs on the new DI roadmap and other relevant topics.
* Quarterly reports on the inspection/monitoring visits to residential homes for children (RHCs) are produced with data visualization.
* Quarterly reports on the progress made in terms of case identification/screening, family reunification, child placement per available alternative care options, foster carers identified and trained, and other critical information are produced with attractive visual analysis based on the raw data from ISS reports from target MMDAs and SWIMS.
* Campaign messages/materials to promote the Care Reform Initiative are developed and integrated into the existing child protection community toolkits and campaigns.
* At least two evidence-based advocacy and knowledge management materials on innovative gatekeeping mechanisms and best practices in alternative care are produced.
* Inputs to the UNICEF annual and bi-annual reports and donor reports are provided.

**Student Profile:**

* Must be enrolled in an undergraduate or final academic year of a Master's or Ph.D. programme; or have graduated with a First Degree or Master's or Ph.D. degree (in the area of Social Work, Community Development, Child Rights, Family Studies, Social Science or related areas) and, if selected, commence the internship within two years of graduation;
* Able to adapt to an international working environment and have good interpersonal and communication skills.
* Excellent verbal and written communication in English (including active listening and information synthesis, and strong writing and editing abilities). Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish)
* Have strong academic performance as demonstrated by recent university or institution records or, if not available, a reference letter from an academic supervisor;
* Computer literacy and knowledge of Excel, Word, PowerPoint is required
* No immediate relatives (e.g. father, mother, brother, sister) working in any UNICEF office; and have no other relatives in the line of authority which the intern will report to.

**For every child, you demonstrate...**

UNICEF's values of Care, Respect, Integrity, Trust, and Accountability (CRITA).

Core Competencies

Demonstrates Self Awareness and Ethical Awareness (1)

Works Collaboratively with others (1)

Builds and Maintains Partnerships (1)

Innovates and Embraces Change (1)

Thinks and Acts Strategically (1)

Drives to achieve impactful results (1)

Manages ambiguity and complexity (1)

To view our competency framework, please visit [here](https://www.unicef.org/careers/media/1041/file/UNICEF%27s_Competency_Framework.pdf).

UNICEF is committed to diversity and inclusion within its workforce, and encourages all candidates, irrespective of gender, nationality, religious and ethnic backgrounds, including persons living with disabilities, to apply to become a part of the organization.

UNICEF offers [reasonable accommodation](https://www.unicef.org/careers/unicef-provides-reasonable-accommodation-job-candidates-and-personnel-disabilities) for personnel with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the recruitment process and afterwards in your assignment.

UNICEF has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UNICEF, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. UNICEF also adheres to strict child safeguarding principles. All selected candidates will be expected to adhere to these standards and principles and will therefore undergo rigorous reference and background checks. Background checks will include the verification of academic credential(s) and employment history. Selected candidates may be required to provide additional information to conduct a background check.

**Supervision and reporting arrangement**

The intern will be coached and closely supervised by the Child Protection Specialist (P3) with support from the Child & Social Protection Officer at the UNICEF Ghana Accra Office. The intern will also have opportunities to work closely with the Social Policy and Inclusion, Monitoring & Evaluation, and Social Behaviour Change teams. Support will be provided to the intern to go through an onboarding process and have regular performance discussions throughout the internship period. At the end of the internship, both the intern and the supervisor are required to complete the respective evaluation forms.

**Timeframe**

The intern is expected to start working from January 2023 to December 2023 (12 months).

**Official travels involved**

The assignment is based in the Ghana Country office in Accra. If required to travel out of Accra as part of official duty, the intern shall be reimbursed for travel expenses (upon submission of receipts), incurred during official travel authorized by UNICEF. Costs for accommodation, meals and incidentals shall not exceed the applicable daily subsistence allowance (DSA or a full board arrangement). The intern will not be assigned to nor will travel on missions to Emergency Countries.

**Status**

* Interns are not considered as staff members. Notwithstanding this status, they shall observe all applicable rules, regulations, instructions and procedures and directives of UNICEF.
* Interns shall not be sought or accepted as substitutes for staff to be recruited against posts.
* Interns shall respect the impartiality and independence required of UNICEF and shall not seek or accept instructions regarding the services performed under the internship agreement from any Government or from any authority external to UNICEF.
* Unless otherwise authorized by the receiving office/division, interns may not communicate at any time to the media or to any institution, person, Government or any external source any information which has become known to them by reasons of their association with UNICEF. They may not use any such information without written authorization, and such information may never be used for personal gain. These obligations do not lapse after the end of the internship.
* Interns shall refrain from any conduct that would adversely reflect on UNICEF and not engage in any activity which is incompatible with the aims and objectives of UNICEF.
* The receiving office/division is responsible for preparing all onboarding processes, including but not limited to necessary office space, equipment, access to systems, ground pass, and other services needed by the intern prior to their arrival.

**General conditions: Policy and administrative procedures**

The intern will be based in UNICEF Ghana Country Office in Accra. The office will provide equipment and materials necessary for the assignment. The intern will abide by all conditions as per the UNICEF intern guideline. Interns are expected to fund themselves for their travel related expenses to report at the duty station and return at the end of the internship (whether within or outside Ghana), as well as accommodation and living expenses for the entire duration of the internship programme. All the terms and conditions in the internship guideline, including proof of health/medical insurance coverage must be complied with and copies received by the office prior to the commencement of internship.

**Remarks:**

Only shortlisted candidates will be contacted and advance to the next stage of the selection process.

The selected candidate is solely responsible to ensure that the visa (applicable) and health insurance required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to selected candidates who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their contracts.