

Job Posting – Child Protection Specialist- HQ

Closing Date: May 19, 2017
Organization: Right To Play International
Department/Division: Headquarters
Work location: Toronto, Canada

BACKGROUND:

Right To Play is a global organization committed to improving the lives of children and youth affected by conflict, disease and poverty. Established in 2000, Right To Play has pioneered a unique play-based approach to learning and development which focuses on quality education, life skills, health, gender equality, child protection and building peaceful communities. With programming in over 20 countries, Right To Play transforms the lives of more than one million children each week using play and sports, both inside and outside of the classroom. In addition to our work with children, Right To Play advocates with parents, local communities, and governments to advance the fundamental rights of all children.

Right To Play is headquartered in Toronto, Canada and has operations in North America, Europe, the Middle East, Africa and Asia.

Visit us at www.righttoplay.com

JOB SUMMARY:

The Child Protection Specialist reports to the Director, Global Program Development and is responsible for coordinating the global implementation of Right To Play's Child Safeguarding Policy (CSGP) and promoting and contributing to a child safe organization.

The Child Protection Specialist works with staff across the organization to ensure that the core principle of child protection as well as, child safeguarding responsibilities are integrated into Right To Play's quality program development, advocacy and policy work, organizational systems and procedures, communications, and partnerships. The Child Protection Specialist also expands to support the organization to integrate new methodologies to strengthen children's participation in program development.

The Child Protection Specialist will be based in Toronto with up to 15% of time travelling to Right To Play program countries.

PRIMARY RESPONSIBILITIES:

Job Responsibility #1: Support Program Planning, Design and Development (30% of Time):

- Assist the Global Program Development team in an advisory role in the design and proposal development process for new projects, as assigned on child protection (e.g. field assessment, proposal writing, proposal review, and coordination with local and international NGOs and partners during program design process)

- Provide technical support, advice and guidance to staff on child protection
 - Meet with Regional Child Protection Focal Persons (at least monthly) and with country level Child Protection Focal Persons (at least quarterly) on an ongoing basis
 - Support the Communications Department and Global Program Development Department to ensure that Right To Play written materials reflect the organization's stance on Child Protection
 - Collaborate with the Global Program Development team to ensure child protection implementation plans are appropriately designed to meet program outcomes and are aligned with donor proposals and Right To Play's strategic plan
 - Stay abreast of child protection issues, policies, research and best practices and help ensure that innovative, sustainable and effective approaches and methodologies are pursued in Right To Play's programs
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Job Responsibility #2: Resource Development, Training and Capacity Building (25% of Time):

- Support the development and implementation of learning tools as a means to share Child Safeguarding and Protection resources, materials, tools, training plans, standards and best practices and host webinars
 - Work with the Global Program Development team to integrate child protection and participation principles into all resource development and training plans
 - Coordinate and facilitate child safeguarding and protection trainings that focus on: (1) child safeguarding policy implementation; (2) knowledge, attitudes and behaviour towards child rights and protection; (3) program quality; (4) child protection referral systems
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Job Responsibility #3: Program Innovation, Research and Partnership (25% of Time):

- Identify and liaise with child protection networks (e.g. International Child Protection Network of Canada (ICPNC); Safeguarding Children in Sport Working Group and other child protection organizations on policy implementation strategies, challenges and best practices
 - Develop and support organizational strategic partnerships
 - Participate in and facilitate sessions at child protection conferences, networks, coalitions, and courses
 - Support field staff to work with and establish links with other NGOs and local actors to develop appropriate referral mechanisms that enhance timely and effective delivery of services for children
 - Contribute to and/or create policy papers, guidelines, standards and tools related to specific child rights and child protection issues for Right To Play
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Job Responsibility #4: Organizational Policies and Processes (20% of Time):

- Oversee organizational tri-annual revisions of the Child Safeguarding Policy and procedures
- Ensure the policy is effectively integrated and rolled out at the programmatic level
- Supports Human Resources to integrate child protection standards into appropriate organizational procedures (e.g. Ethics Review, Recruitment) and to track incidents, disclosures and suspicions of abuse

- Assess knowledge and understanding of Right To Play's Child Safeguarding Policy through surveys and consultation
 - Provide support on participatory mapping of child protection services and using local procedures for responding to abuse
 - Coordinate the work of externally hired consultants and service providers
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MINIMUM QUALIFICATIONS (must have):

EDUCATION/TRAINING/CERTIFICATION:

- Masters degree in Related Field (Education, International Development, Social Work, Sociology of Childhood, Child Protection, Child Rights)
 - Child rights and protection courses and/or certificates
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EXPERIENCE:

- Minimum 5 years of experience in a humanitarian or development child centered organization focused on child protection, child safeguarding and/or rights including at least 1 year of field experience
 - Membership (personally or organizationally) in at least one international child protection or rights network
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TECHNICAL SKILLS/KNOWLEDGE:

- International development knowledge base in key thematic areas including, Education and Child Development, Child Protection, Child Safeguarding, Play, Child Participation, Peace Building and Conflict Resolution
 - Advanced Microsoft Excel, Word, PowerPoint and Outlook
 - Project Management skills
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COMPETENCIES/PERSONAL ATTRIBUTES:

- Strong writing, editing, and problem solving skills
 - Strong organizational skills with attention to detail
 - Effective and diplomatic interpersonal communications skills
 - Able to work well under pressure and in a dynamic environment
 - Able to exercise discretion and utmost confidentiality
 - Good judgment, analytical, and decision-making skills
 - Able to adapt to a changing environment and be flexible
 - Able to administer a budget
 - Possesses cultural awareness and sensitivity in the context of children and adults
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LANGUAGES:

- Fluency in oral and written English
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DESIRED QUALIFICATIONS (an asset):

- Other Relevant Certificates
 - Fluency in French, Arabic, and/or one of Right To Play's other country languages
 - Lead Role in at least 1 child protection, safeguarding, or rights Working Group and representation at a steering committee and founders level
 - Strategic partnerships with other child centered organizations
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SPECIAL CONDITIONS:

- Ability to travel internationally is required
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Compensation: We offer a competitive salary and benefits package

Employment Start Date: Immediately

Contract Duration: Indefinite Term

HOW TO APPLY:

If you are interested in applying for this position, please send your resume and cover letter to:

hr1@righttoplay.com and kindly include "Child Protection Specialist" and your name in the subject line. Please indicate your salary expectations in the cover letter.

While we thank all applicants for their interest, only those selected for interviews will be contacted.

Right To Play is a child-centered organization. Our recruitment and selection procedures reflect our commitment to the safety and protection of children in our programs. **The successful candidate will be required to provide a satisfactory police record check as a condition of employment.**

All applicants are notified that, where needed, accommodation for disabilities will be provided on request. This includes accommodation for attending interviews and assessment tests.

To learn more about who we are and what we do, please visit our website at www.righttoplay.com.

