

Consultant, LN

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Company: International Medical Corps

Location: Pakistan

Category: business-and-financial-operations

Job Title Consultant, LN Location Pakistan - PK (Primary)

Office Islamabad Category Consultant Date Needed By 3/24/2024 Program Description  
(Background) Scope of Work (SOW)

**Consultancy to Conduct 5-Day Training on GBV Case Management in KP & Baluchistan**

**JOB FAMILY** Technical

**JOB CATEGORY** GBV

**JOB LEVEL:** Consultant

**CONTRACT TYPE:** Consultancy

**PROJECT OVERVIEW:**

International Medical Corps (IMC), with financial assistance from United Nations Population Fund (UNFPA) is working in coordination with the Provincial Disaster Management Authorities (PDMA) in Khyber Pakhtunkhwa (KP) and Baluchistan, to strengthen capacities for prevention & response to GBV in both of the provinces.

**OBJECTIVE & PURPOSE:**

The purpose of the consultancy is to deliver training on GBV Case Management to the staff of Provincial Disaster Management Authorities (DPMAs) and representatives from Civil Society Organizations (CSOs) in the province of Khyber Pakhtunkhwa (KP) & Baluchistan. This shall be a 5-Day training on GBV Case Management designed in consultation and coordination with DPMAs & UNFPA in both provinces, in a way that it equips professionals with the knowledge and skills to be able to respond the GBV cases.

The consultant shall 1) review available training materials, guidelines, tools on GBV Case

management and adapt the training materials in line with the international guidelines and specificities, 2) Prepare and deliver the 5-Day training to the participants from PDMA & CSOs, 3) Developing Training Report with recommendations.

## **DUTIES AND RESPONSIBILITIES**

Under the overall supervision of Coordinator, GBV the consultant is expected to perform key tasks listed as under:

Develop consultancy Work Plan to execute the agreed tasks.

Ensure adherence to IMC's GBV Minimum Standards, as well as relevant inter-agency guidelines and standards.

In collaboration with Coordinator, GBV (IMC), UNFPA & PDMA, develop a complete training package and workshop material (pre – post test questionnaires).

Attend coordination meetings with the UNFPA & PDMA to seek their inputs for finalization of training package.

Lead the 5-Day training on GBV Case Management in both provinces (KP & Baluchistan).

Develop and submit training report with key recommendations.

## **DURATION OF ASSIGNMENT**

The time assigned for the consultancy is up to 20 days, from the start date.

## **COMPETENCIES**

### **Core Values / Guiding Principles**

Integrity

Professionalism

Respect for diversity

### **Core Competencies**

Awareness and sensitivity regarding Gender issues

Accountability

Creative Problem Solving

Effective Communication

Inclusive Collaboration

Stakeholders Engagement

Leading by Example

### **Functional Competencies**

Sound knowledge of current policies, standards, guidelines, and practices in the field of GBV

Case Management

Technical experience in GBV Programming and delivery of GBV Case Management

Trainings.

Excellent communication skills

Strong organizational and teamwork skills

Ability to work under pressure and within limited time frame.

Communicative, result driven, ability to work in teams.

### **REQUIRED SKILLS AND EXPERIENCE**

**Education:** A Masters degree in International Development studies, International Relations, Social Sciences or related field, relevant to the requirement of this TOR.

**Experience:** At least Five years of experience in GBV Case Management, Development & delivery of GBV Training Modules, standard operating procedures (SOPs) for GBV response and related areas is required. Good knowledge of GBV in emergency programming and survivor centered GBV case management approaches, principles and practices based on Inter-Agency GBV Case Management guidelines is required. Excellent training and facilitation skills is required. Experience working in the Ukraine response and/or familiarity with Europe and Central Asia Region is an asset. Experience working within the United Nations System or with the Government is an asset.

**Language Requirements:** Fluency in Written and spoken Urdu / English. Knowledge of Pushto is an asset.

### **APPLICATION PROCEDURES**

The applicants shall submit their detailed resume along with a financial budget for the

required days of consultancy.

### **Code of Conduct**

As applicable to this position, an individual must promote and encourage a culture of compliance and ethics throughout the organization and maintain a clear understanding of International Medical Corps' and donor compliance and ethics standards and adheres to those standards. Staff are also responsible for preventing violations to our Code of Conduct and Ethics, which may involve Conflicts of Interest, Fraud, Corruption or Harassment. If you see, hear or are made aware of any violations to the Code of Conduct and Ethics or Safeguarding Policy, you have an obligation to report.

If this is a supervisory position, one must set an example of ethical behavior through one's own conduct and oversight of the work of others; ensure that those who report to you have sufficient knowledge and resources to follow the standards outlined in the Code of Conduct & Ethics; monitor compliance of the people you supervise; enforce the Code of Conduct & Ethics and International Medical Corps' policies, including the Safeguarding Policy and the Protection from Harassment, Bullying and Sexual Misconduct in the Workplace Policy, consistently and fairly; support employees who in good faith raise questions or concerns.

### **Safeguarding**

It is all staff shared responsibility and obligation to safeguard and protect populations with whom we work, including adults who may be particularly vulnerable and children. This includes safeguarding from the following conduct by our staff or partners: sexual exploitation and abuse; exploitation, neglect, or abuse of children, adults at risk, or LGBTI individuals; and any form of trafficking in persons.

### **Equal Opportunities**

International Medical Corps is proud to provide equal employment opportunities to all employees and qualified applicants without regard to race, color, religion, sex, sexual orientation, national or ethnic origin, age, disability or status as a veteran.

### **MINIMUM QUALIFICATIONS**

Typically, a Bachelor's in relevant field. Equivalent combination of relevant education and experience may be substituted as appropriate.

Typically, 5+ years of relevant and progressive experience in GBV field, including 3 years related experience, including GBViE programming and training

Demonstrated application of GBV core competencies and commitment to core principles of GBV programming

Relevant regional experience strongly preferred

Strong knowledge of standard GBViE technical resources and approaches

Knowledge of standards and guidance related to protection from SEA

Familiarity with GBV case management services

Facilitation experience required

Experience working with local partners and community mobilization preferred

Profound cross-cultural awareness

Ability to exercise sound judgment, remain flexible, and apply experience and guidance to evolving challenges

Strong communication skills, both oral and written

English as well as at least one of the following languages is required, with preference for multiple languages: Ukrainian, Polish, Belarusian, Russian

Job Description

Not Applicable

Job Requirements

Please refer to the Scope of Work above to view this Individual Consultancy details and requirements.

Additional Technical or Language Requirements

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