



Plan International Belgium recruits a Child protection and GBV Specialist (7-month contract)

Plan International Belgium

For the past 40 years, Plan International Belgium has strived for a world where every girl is free and her rights are fully realized. But girls are still too often disadvantaged and discriminated against, sometimes even threatened and abused. Plan International Belgium is part of an ambitious international federation with projects in almost 80 countries (including Belgium). We generate impact, via policy advocacy, awareness-raising and projects with and for girls and young women.

To translate Plan International Belgium's bold ambitions, our **Child protection and GBV Specialist, sitting in our Strategy & Innovation Department**, is dedicated to the quality of our protection portfolio of programmes and influencing. We are looking for a committed, enthusiast professional, with a strong background in gender-transformative programming (child protection, GBV, youth empowerment, education) to join us for seven months.

Objective of the function:

The Child Protection and GBV Specialist is responsible for the implementation of the main result areas described below, in order to develop and support the quality of Plan International Belgium's project portfolio in the domain of child protection and SGBV, and to bring to the organisation cutting-edge expertise in this field.

Main Result Areas Of the function:

- **Technical expertise:** The Child Protection and GBV Specialist takes the lead in strengthening the knowledge and expertise on child protection and GBV for the whole organisation and on behalf of the whole organisation.
 - Be the go-to person for anyone in Plan Belgium regarding child protection and SGBV, including key cross-cutting thematic (e.g. child, early and forced marriages, child labour, SGBV); actively engages teams on the topics and create discussion spaces to foster interest in the subject;
 - Support advocacy teams to develop messages on issues affecting children and adolescents in development and humanitarian settings
- **Support to programmes:** The Specialist contributes to the design of programs and provides support to the existing programme portfolio. They serve as the technical lead in program steering committees, ensuring that our programmes are technically sound and impactful.
 - Programme design: participates in the design of CP and SGBV programmes and project; designs logical frameworks; develops innovative and impactful programmatic approaches;
 - Programme support: provides technical support to the existing programme portfolio via steering committees; capacity building on CP and SGBV topics to programme teams, country offices, direct support drafting CP strategies and frameworks as part of ongoing projects

- Quality support: provides technical insights to the development of child protection/SGBV MERL tools as per Plan International and the sector's Standards
- **Knowledge:** As a technical lead, the Specialist leads or contributes to generating evidence on *what works to protect girls, empower girls and promote protective environments*. By leveraging their expertise, they generate valuable insights and drive innovation in the field of child protection and GBV.
 - Supports ongoing research projects;
 - Participates in organisational learning opportunities on child protection and GBV through ongoing case studies, good practices, lessons learned, for the whole organisation;
 - Contributes to programme impact measurement, position papers, opinion papers when needed;
 - Contributes to maintain a sound database on key facts and figures regarding Child protection and GBV.
- **Link with GH/Federation:** As part of a large network of Child Protection and GBV Specialist in the Plan International Federation, the Specialist establishes and maintains strong relationships within strategic teams and entities in the Plan International Federation. This includes playing a key role in strategic forums.
 - Actively participates in the network "Protection from Violence", to support the revision of global tools, frameworks, and to continue ongoing support strengthening capacity of Country Office teams;

Required Profile:

Education, experience, knowledge and talents

Level of education/experience

- Master's degree or equivalent in development, international relations, social sciences, social work
- Minimum 3 years of work experience in child protection and GBV programming;
- Familiarity with gender equality, gender-transformative programming;
- Proven track record in developing high-quality CP and GBV projects (programme design), delivering trainings (including with distance learning methodologies);
- Experience in working on institutional donors-funded projects;
- Significant experience in project planning, design, implementation, monitoring and evaluation;
- Significant working experience within development and/or humanitarian sector including experience abroad, close to the point of impact of programmes

Knowledge/Expertise

- Excellent interpersonal skills, with the ability to successfully interact with a diverse group of people including over virtual platforms, and to foster the interest of non-specialised audiences on the subject;
- Excellent writing, analytical and communication skills: well-developed conceptual, critical and analytical thinking with the ability to convey complex information in a simple and interesting way;
- Negotiation and representation skills and the ability to work comfortably in a multicultural environment
- Demonstrated ability to produce clear, concise reports, concept notes and other documentation
- Flexible work attitude, with the ability to work independently
- Language: Bilingual in French and English; proficiency in Spanish and Dutch is an asset

Personal profile and skills

- Core competencies
 - To know the rights of the child, the rights of girls and the theme of gender equality
 - Achieving objectives
 - Team-player
 - Get involved in the organisation
 - Demonstrate a digital mindset
 - Behave according to the basic values of Plan International Belgium
- Competencies related to the function
 - Innovate
 - Organise
 - Motivate colleagues and inspire members of temporary task force for project design
 - Establish relationships

What do we offer you?

- A fascinating working environment within both a Belgian and an international context at a prominent international NGO
- The chance to make a difference for children and young people in our partner countries and in Belgium
- Space for personal professional development, together with competent, passionate and socially committed colleagues
- A 7-month contract starting early March until mid-September 2025
- A competitive remuneration within the Belgian NGO sector with extra-legal benefits (group insurance, hospitalisation insurance, meal vouchers, free public transport between home and work, telework allowance). The Specialist position salary is comprised between 3300€ and 4050€ gross.

Plan International Belgium is located in the heart of Brussels, right next to the Brussels-Central railway station. We are partly working via telework.

Interested?

Then we would like to hear from you! Please send your **CV** and **cover letter** to job@planinternational.be with reference "**Child Protection and GBV Specialist**", before **March 14, 2025**.

Shortlisted candidates will be invited for a written test; interviews will follow with selected candidates.

As part of our Child Protection & Safeguarding policy, we ask each employee to provide a criminal record extract (Belgian 'model 2')

Equal opportunities are very important to Plan International! We therefore select you on the basis of your qualities and skills, regardless of your age, origin, gender, sexual identity, religion or other criteria unrelated to the position.