



Request for offers for the contracting of external services:

**Roving Women's Protection and Safeguarding Advisor
for the regional Ukraine crisis response**



Alianza por la
Solidaridad

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Background

Alianza por la Solidaridad-ActionAid Spain (Alianza-AA SP) is a member of ActionAid (AA) International, a global federation working with more than 41 million people in over 70 countries around the world. We want to see a just, fair, and sustainable world, in which everybody enjoys the right to a life of dignity, and freedom from poverty and oppression. We work to achieve social justice and gender equality and to eradicate poverty.

Since February 2022, Alianza-AA SP has been leading the regional humanitarian response to the Ukraine crisis on behalf of the ActionAid federation, together with the federation's International Humanitarian Action and Resilience Team (IHART).

Since then, Alianza-AA SP has been working with partner organisations in Ukraine, Poland, Romania and Moldova to protect the dignity and promote the rights and participation of the most excluded and vulnerable affected people by the war in Ukraine (women, youth, minorities and intersectional identities), through an intersectional approach, empowering them and increasing their resilience.

Our strategy in Ukraine and the region focuses on:

1. **Women's Rights and Leadership:** Providing protection and essential services to the most marginalised affected population with an intersectional, de-colonial and anti-racist approach, by supporting and accompanying frontline feminist organisations in the humanitarian response to the Ukraine crisis.
2. **Empowerment of Young People:** Addressing the specific needs, protecting the rights of young people and providing protection and essential services to the most marginalised populations affected by the Ukraine crisis, by supporting formal and informal youth-led organisations in Ukraine and neighbouring countries.
3. **Addressing immediate needs and protection issues as they evolve,** centring on the people most affected by the Ukraine crisis, and ensuring their protection, with a focus on women, girls and the most marginalised and vulnerable populations.
4. **Supporting CSOs and reinforce their capacities to claim their space** in their societies and play an active role in the new national and regional scenarios.
5. **Transformative participation and accountability:** Ensure effective transformative participation of the affected population, and transparency and accountability by AA and our partners to affected populations.

Currently, Alianza-AA SP is working with 9 partner organizations in Ukraine, and 6 partner organisations in Poland, Romania and Moldova, in line with AA's focus on shifting the power in humanitarian crisis to local and national, women- and youth-led actors. We have an office based in Kyiv, made up of a team of 9 Ukrainian and international staff members; and an office in Iasi, Romania, made up of 2 international staff members. The two teams are supported by 3 roving staff members, and Alianza-AA SP and IHART's teams internationally.

Overview of the external services

The Roving Women's Protection and Safeguarding Advisor may be based in Ukraine or Romania, or internationally, providing remote support to the team in Ukraine and the neighbouring countries, with travel to the region.

In Ukraine, the external service provider will have a close day-to-day working relationship with the Alianza-AA SP programmes team and with partner organisations in Ukraine and

will report to the Ukraine Humanitarian Manager.

At the regional level, they will have a close day-to-day working relationship with the Country Management Team in the neighbouring countries and will report to Alianza-AA SP's Humanitarian Program Coordinator.

The external service provider will also be accountable to ActionAid International's Global Women's Protection Advisor and Global Safeguarding Advisor.

The main responsibilities and activities of the role are as follows objective of the external services is to:

Women's protection

- Support the correct and timely roll out of ActionAid's Women-Led Community Based Protection Approach in Ukraine and the neighbouring countries; and support partners/partner-led initiatives to develop women-led community-based protection programming as part of their overall humanitarian response.
- Provide technical backstopping to partners in Ukraine and in the neighbouring countries; and to the Alianza-AA SP team in Ukraine and the neighbouring countries in the fields of women's rights and protection.
- Assist Alianza-AA SP and partners/partner-led initiatives in analysing the impact of conflict and displacement on women and girls in affected areas, and in designing and integrating women's rights in the emergency response and recovery programme using human rights-based approach and building on existing women's rights work.
- Support partners/partner-led initiatives in strengthening the capacity of staff, volunteers and downstream partners in implementing a humanitarian response with a women's rights and protection perspective.

Safeguarding

- Act as the first point of contact for all Alianza-AA and partner staff, volunteers, contractors, and community members with SHEA and Safeguarding concerns, and work collaboratively with others to address these concerns – including leading investigations into any SHEA and safeguarding-related reports - upholding ActionAid's feminist principles, in a confidential and survivor-centred way.
- Provide strategic oversight for all aspects of safeguarding work across their response programme, working collaboratively with others including the global SHEA and Safeguarding Team to develop a response strategy and ensure all activities are in line with AAI's SHEA and Safeguarding approach.
- Deliver training and further awareness raising to staff and others, to ensure that all staff and representatives are aware of their responsibilities in line with ActionAid's values, feminist leadership approach, and SHEA and Safeguarding approach.
- Act as the main point of contact on SHEA and other safeguarding incidents with AAI, and with fellow SHEA & Safeguarding Officers in other countries.

Other

- Provide support in women's protection and humanitarian programming, and SHEA and safeguarding in other countries where Alianza-AA SP works, as and when necessary.

Essential requirements

- Bachelor's degree and MA/MSc in gender, international development/humanitarian aid, or a related field.
- At least 5 years of demonstrable experience in similar positions in national or international organisations.
- Fluency in written and spoken English.
- Strong background of working on women's rights in emergencies and protection against gender-based violence, exploitation and abuse,
- Knowledge of international women's rights policy frameworks.
- Experience of working with women from local communities and engaging with women's rights organisations and communities.
- Strong experience of integrating a women's rights and protection focus into all phases of the programme cycle.
- Excellent understanding of confidentiality and information sharing in relation to SHEA and Safeguarding concerns
- Non-judgmental attitude with excellent communication skills (particularly active listening) and an ability to empathize with others.
- Ability to work with teams to make SHEA & Safeguarding IEC visible and accessible to staff and rights-holders.
- Ability to lead with empathy while challenging others, with a strong appreciation of self-care.
- Willing and able to take continual guidance from the Global SHEA and Safeguarding Team
- Excellent writing/ communication and computer skills.
- Self-starter, requiring little support to get tasks done.
- Good people skills and ability to work as part of a diverse team.
- Ability to work with government authorities, UN clusters, NGOs, development agencies and community groups.
- Ability to travel to/within the region, including at short notice.

Desirable

- Knowledge of Ukrainian, Russian and/or Spanish.
- Previous experience of working in Eastern Europe and/or Ukraine.
- Experience of working in an emergency response situation.
- Hostile Environment Awareness training (HEAT) certificate.

In addition, as an external service provider, the successful candidate will be expected to:

- Respect AA's vision, mission and values, especially the rights-based approach and the principles of equal opportunity as outlined in ActionAid's Code of Conduct.
- Have a strong commitment to embedding feminist leadership and ActionAid's humanitarian signature.
- Have a strong commitment to adhering to and promoting ActionAid's approach to Sexual Harassment, Exploitation, and Abuse and other Safeguarding concerns (including child abuse and abuse of adults at-risk).
- Understand and commit to humanitarian principles and minimum standards for disaster response, the NGO/Red Cross Code of Conduct, the People in Aid Code of Conduct, ActionAid's human security in emergencies and crises strategy and approach, and security and policy procedures.
- Have a commitment to the importance of downward accountability to rights-holders and transparency in humanitarian response.

Conditions

- Type and duration of contract: Consultancy contract for an initial period of two months.
- Starting date: As soon as possible.
- Location: Kyiv, Ukraine; Iasi, Romania; or remote, with travel to the region as and when necessary.

How to apply

Send your application, including a brief technical and financial offer, and CV by 23:59 CET on 09/10/2023, to rrhh@aporsolidaridad.org, with the subject "Offer for external services: Roving Women's Protection and Safeguarding Advisor".

Applications will be reviewed on a rolling basis, and Alianza-AA SP notes that the position may be filled before the indicated deadline.

ActionAid is committed to preventing any unwanted behaviour at work, sexual harassment, sexual exploitation and abuse, lack of integrity and/or financial malpractice; We expect all of our staff and volunteers to share this commitment and our code of conduct, as well as other related policies. Only those who share our beliefs and code of conduct will be selected to work for us.

