

TERMS OF REFERENCE – July 2021

Role: Sexual and Gender-Based Violence (SGBV) National Consultant (part-time)

Duration: 5 months, commencing ASAP

Organisation: Vanuatu Family Health Association (VFHA)

Background:

The objective of the consultancy is to support strengthening VFHA programmes for Sexual and Gender Based Violence (SGBV) prevention and response services.

With support of the International Planned Parenthood Federation (IPPF), VFHA has committed to step-up its support to survivors of SGBV. To ensure that VFHA is able to safely, ethically and effectively support survivors with direct services, appropriate referrals and in advocating for their wider needs, we are looking for a national consultant to work closely with our national team with the guidance of IPPF's specialist SGBV and gender staff.

With the help of IPPF technical assistance, survivor-centred guidance, tools, and training programmes have been developed, and these will be shared with the consultant, who can also draw on the expertise and support of the Pacific Gender and Inclusion Advisor. The consultant will be expected to use these tools to implement the scope of work below.

Scope of work

Under the supervision of the Executive Director (ED) and in close consultation with the VFHA program and clinical staff and with guidance of IPPF's SGBV technical staff, the consultant will be expected to support VFHA to deliver the following SGBV tasks:

- Implement country specific SGBV service mapping for VFHA service areas (both urban and rural) to help locate external health, social and other services that can support survivors' needs
- Based on the consultation and results from the service mapping, provide practical key recommendations and roadmap for VFHA.
- Using IPPF and international tools, collaborate with the Clinic Manager and Ministry of Health to align VFHA's clinical treatment of SGBV survivors to national policies and protocols, including development of VFHA specific SGBV Standard Operating Procedures (SOP) and referral pathway, with guidance how to adapt these in emergency times to MIS¹ standards
- As identified by VFHA, build capacity of VFHA staff in incorporating SGBV prevention and response services (depending on their own needs and capacity analysis, this may include first-line support such as LIVES², clinical management of rape (CMR), introduction to MHPSS³ etc, through leading training and individualised coaching sessions, with the guidance of the IPPF SGBV technical staff
- Support VFHA to analyse and mainstream gender and SGBV in all service delivery and programming
- Strengthen partnerships with SGBV national and regional partners through meetings, cluster meetings and joint initiatives where possible

¹ Minimum Initial Service Package for RH in crisis <https://iawg.net/resources/minimum-initial-service-package-misp-resources>

² LIVES is a guide for health care workers in providing first-line support to survivors of SGBV: <https://www.who.int/reproductivehealth/publications/violence/vaw-clinical-handbook/en/>

³ Mental Health and Psychosocial Support

- Develop/adapt resources on SGBV and SGBV in emergencies specific to national context as required, using the MISP guidance particularly around Objective 2

The consultant will be expected not only to deliver these individual tasks/outcomes, but to do so by using a peer support approach, working closely with program and clinical staff to build up their skills to undertake these tasks in the future.

Selection Criteria

The ideal candidate will have:

- At least 3 years of professional experience in prevention and response to SGBV in development and/or humanitarian programs
- A graduate qualification in development, gender studies, social sciences, health or related disciplines or equivalent experience

Core Competencies and skills:

- Understand and applies a survivor-centred approach, including the SGBV Guiding Principles
- Demonstrated experience in effectively engaging with organisations and partners to address SGBV
- Excellent interpersonal, problem-solving, diplomacy and team skills, and the ability to work with a range of stakeholders to effectively negotiate and build consensus to achieve constructive outcomes
- Strong organisational skills, with ability to prioritise, and flexibility to deal with frequent and unexpected changes
- Experience of mentoring and training staff; ability to present and facilitate sessions and content in plain language
- Highest personal integrity and ethical standards, with demonstrated ability to handle confidential matters in a discreet and respectful manner
- Strong English language skills – verbal and in writing