



**CONSULTANCY ADVERTISEMENT**

# **SEXUAL EXPLOITATION, ABUSE AND SEXUAL HARRASEMENT EXTPERT STE**

## **World Bank-funded Third-Party Monitoring Contract**

Consultancy position, from 22<sup>nd</sup> August and 28<sup>th</sup> February 2023, 58-112 working days, home-based, with potential travel in accordance with project requirements.

**August 2022**



## Introducing Integrity

*Integrity is an ethical consultancy and service provider working in challenging and complex environments around the globe.*

We help our clients succeed in fragile and challenging environments while building trust and understanding as the basis for transformative change. We work across all phases of the programme and project cycle, delivering eleven complementary services: monitoring, evaluation and learning / data and knowledge management / research, evidence and analysis / advisory / project management / communications / risk management / technical assistance / capability and capacity development / stakeholder engagement / grant and fund management. Our services are underpinned by the principles on which we were founded, a commitment to providing reliable information and evidence, and expert and high-quality delivery.

Headquartered in London and Washington DC, Integrity also has offices in Jordan, Kenya, and Pakistan. Our multi-national team of over 60 deliver multi-year projects, programmes and consulting assignments to a wide range of government clients, international organisations, foundations and private sector clients.

**Vision:** Integrity sets the international standard for ethically delivered, expert services in complex and challenging contexts. Our work helps create stability, accountability and prosperity.

**Mission:** Based on evidence and learning, we help clients and communities to build trust and understanding as the basis for transformative change. We do not advocate: we listen, comprehend and recommend.

**Commitment:** Integrity upholds the highest ethical standards in our service delivery, our employment of staff and our interaction with people. Through adherence to our core values, we ensure not only that our clients receive the best possible service but that we benefit the individuals and communities amongst whom we work.

Further information about Integrity can be found at [www.integrityglobal.com](http://www.integrityglobal.com).

## Project Background

Between 2002-2021, the World Bank-funded Third-Party Monitoring Contract, a multi-donor trust fund administered by the World Bank, supported immediate stabilization and reconstruction needs in Afghanistan, helping to fill the large financing gap in both the operating and development budgets of the Afghan Government. The Fund also provided a platform for pooled on-budget financing and coordinated implementation support to the government. As of February 2019, 34 donors had contributed a cumulative \$11.4 billion through the ARTF to fund Afghanistan's development priorities through policy-based budget support and investment projects that aim to reduce poverty, service delivery, citizens' engagement, and social inclusion, as well as support of governance and state effectiveness.

Since 2020, expanding on earlier monitoring roles, the World Bank has contracted a Third-Party Monitoring Agent to provide monitoring, financial management, and accountability support for disbursements and for field monitoring of individual projects and the application of agreed

environmental and social standards. This task has been implemented by a consortium including Integrity Global. Under that contract, the overall goal has been to maximize value for money of World Bank-funded programs and provide fiduciary assurance on the Afghan Government's use of grant proceeds and their likely development impact to the ARTF partners, World Bank management, the Government, and the public. This contract was subsequently extended to the end of July 2022, following the takeover in Afghanistan by the Taliban, during which period, in the absence of international recognition of the Taliban administration, all but one World Bank-funded projects have been closed, with a proportion of ARTF funds transferred to other UN agencies to address immediate humanitarian needs.

Up to six World Bank-funded projects are now projected to begin during the second half of 2022, with implementation undertaken by FAO, UNDP, UNICEF, and UNOPS, addressing Afghanistan's education, food security and health needs, among others. Under a new World Bank contract with the same consortium partners – BDO, ATR and Integrity Global – a revised approach will see the consortium undertaking a similar monitoring role as before with some projects and work in partnership with other monitoring agents for others.

## Scope of Work

The Sexual Exploitation, Abuse and Sexual Harassment (SEA/SH) Expert (STE) will be responsible for ensuring a coordinated and comprehensive approach to key SEA/SH considerations for World Bank-funded projects being implemented by different UN agencies, including: (1) Girls' and women's access to programs and services; (2) Female staffing; (3) Quality of women's participation in programs; (4) Accessibility and responsiveness of project grievance redress mechanisms for women; (5) Implementation of gender-based violence (GBV) action plans.

The SEA/SH Expert STE will work with our Analysis and Reporting Team to integrate the SEA/SH and GBV considerations into the technical review of the data, data analysis and reporting processes. They will also work closely with staff from the Afghanistan-based Physical Monitoring Team (PMT) in the review of project documents, development of monitoring tools and protocols, and the review of data collected.

## Terms of Reference

### A. Monitoring Proposals and Monitoring Tools

- Conduct a technical review of project and sector monitoring protocols in line with World Bank gender and SEA/SH guidance.
- Conduct a technical review of the monitoring tools, including providing feedback/input on the content and structure.

### B. Data Quality Assurance and Cleaning

- Technical review of gender and SEA/SH findings, including reviewing red flags in coordination with the Analysis and Reporting Team, and making amendments to ensure accuracy for the data analysis.

**C. Data Analysis**

- Participate in any data analysis discussions with the Analysis and Reporting Team and Physical Monitoring Team. Share technical feedback and input for data enrichment.

**D. Reporting**

- Technical review of gender and SEA/SH sections in project monitoring reports, including making amendments.

**E. Coordination**

- Participate in relevant SEA/SH calls and discussions with the World Bank Task Teams and/or Safeguarding Teams.

**F. Training and Capacity Development**

- Provide training and capacity building on SEA/SH analysis and reporting for the Analysis and Reporting Team.

## Your Experience and Expertise

You will have:

- 10 years+ of experience working in the field of gender and protection, with experience in SEA/SH and/or GBV prevention, risk mitigation and response programming at the country program level.
- A degree in gender studies, social sciences, international relations or related field.
- Professional experience leading SEA/SH or GBV risk mitigation and safeguarding activities for the World Bank, UN system, or NGOs (for example, conducting assessments, training or investigations, developing complaints mechanisms, and leading SEA projects).
- In-depth expertise of interagency Prevention of Sexual Exploitation and Abuse principles and/or GBV guiding principles, application of a gender lens to programming, survivor-centered approaches, and gender equality.
- Experience in monitoring, evaluation, or research, and practical knowledge of quantitative and qualitative research and/or monitoring methodologies.
- Demonstrated experience of quality control, quality assurance, analysis and reporting of SEA/SH and/or GBV data in related projects, leading to the writing of monitoring and learning reports in a variety of different reporting formats.
- Strong writing and analytical skills.
- Proficiency with MS Word, Excel, and PowerPoint.
- Excellent ability to communicate, work in a team, and collaborate with individuals with diverse technical backgrounds and with external stakeholders including government entities and international agencies.

It is **desirable** that you will also have:

- Previous work experience in or directly involving Afghanistan desirable but not required.

## Languages:

- Written and oral fluency in English, with the ability to write clear and compelling narrative.

## Required Interpersonal Skills

Competency	Definition
User-focused	<p>To be able to ensure that stakeholders gain from the relationship so they can be sufficiently motivated to engage and cooperate.</p> <ul style="list-style-type: none"> <li>• Talks to stakeholders to understand issues, what they want and how satisfied they are with our support and/or products.</li> <li>• Let's stakeholders know they are working to meet their needs.</li> <li>• Finds ways to measure and track stakeholder satisfaction.</li> <li>• Anticipates, meets, and exceeds the needs and expectations of stakeholders (internally and externally).</li> <li>• Works together to build long-term relationships and focuses efforts on delivering increased value.</li> </ul>
Adaptable and flexible	<p>The ability to adjust or change to best meet the needs of the situation or environment.</p> <ul style="list-style-type: none"> <li>• Engages in continuous learning, adjusting the application of knowledge, skills and abilities while addressing new challenges.</li> </ul>
Collaborative	<p>The ability to work co-operatively with a range of stakeholders, to be part of a team, to work together as opposed to working separately or competitively.</p> <ul style="list-style-type: none"> <li>• Acts to promote a friendly climate, good morale and co-operation.</li> <li>• Works to address and resolve conflicts within the team.</li> <li>• Creates and supports opportunities for cross functional team working.</li> </ul>
Organised	<p>The ability to plan and monitor one's own work and the work of others to ensure achievement of desired results.</p> <ul style="list-style-type: none"> <li>• Coordinates ideas and resources to achieve goals.</li> <li>• Identifies the sequence of tasks and the resources needed to achieve a goal and prioritises key action steps. Anticipates the impacts and risks of decisions and actions.</li> <li>• Creates realistic schedules and follows them. Evaluates progress against schedule and goal. Evaluates proposed actions and timelines against the project's theory of change.</li> </ul>

## Expected Outputs and Deliverables

- Technically reviewed SEA/SH components of monitoring tools and monitoring proposals with feedback provided.
- Quality assured gender and SEA/SH monitoring data.
- Technically reviewed, analyzed and drafted gender and SEA/SH findings.
- Transferred monitoring data into data analysis software.
- Draft and present SEA/SH findings and high-level recommendations for World Bank stakeholders, Implementing Partners and other stakeholders identified, as required.

- Training and capacity development modules for the Analysis and Reporting Team and World Bank Monitoring Agent consortium.

### Conditions

The SEA/SH Expert STE may be required to remotely attend calls/meetings hosted by team members and/or project stakeholders based worldwide, located in time zones such as Australia and the East Coast of the United States. The SEA/SH Expert STE should review their attendance of these calls/meetings and coordinate with their line manager and colleagues to ensure any time considerations are shared and their attendance is confirmed in good time for the meeting. The SEA/SH Expert STE is expected to retain flexibility in working hours to adjust to meeting and deliverable requirements, in coordination with their line manager.

### Reporting

The SEA/SH Expert STE will report directly to the Deputy Analysis and Reporting Lead.

### Location

The position will be home-based, with potential travel in accordance with project requirements.

### Level of Effort

The SEA/SH Expert STE will be required to work for a maximum of 58 -112 working days during the period of 22 August 2022 until 28 February 2023. Further explanation of the level of effort will be shared with candidates at interview.

## How to Apply

If you are interested in applying for this position, please complete the application form at [www.integrityglobal.com/apply](http://www.integrityglobal.com/apply) and attach a CV and Cover Letter at the bottom of your application.

We will review candidates on a rolling basis and the vacancy may be filled. **We encourage early applications.** Please be advised that only shortlisted applicants will be contacted.

*Integrity is an equal opportunities employer. And positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity. We will respect your confidentiality and abide by data protection laws.*