

HI 2021 Consultancy on

Launching mechanisms and tools for gap analysis and technical tools development for Inclusive Humanitarian Action Support to the Global Protection Cluster

1. GENERAL INFORMATION

Technical unit	P2RD - HQ	Location	Brussels, Lyon or other locations can be considered with potential travel worldwide.
Start date	October 1st 2021	Technical field	Inclusive Governance and Humanitarian Action
Estimated duration of the consultancy	50 days within a period of 3.5 months	Name of technical unit director	Flavia STEA-ANTONINI
Period	October 2021 – February 31 2021	Name of technical advisor	Sien ANDRIES

2. PRESENTATION OF HUMANITY INCLUSION

Outraged by the injustice faced by people with disabilities and vulnerable populations, we aspire to a world of solidarity and inclusion, enriched by our differences, where everyone can live in dignity. Handicap International has been changing its name and became « Humanity & Inclusion ». HI, Humanity & Inclusion is an independent and impartial aid and development organisation with no religious or political affiliations operating in situations of poverty and exclusion, conflict and disaster. We work alongside people with disabilities and vulnerable people to help meet their essential needs, improve their living conditions and promote respect for their dignity and fundamental rights. HI has offices in more than 55 countries; for further information about the association: www.hi.org.

3. CONTEXT OF THE CONSULTANCY

HI aims at improving **disability, diversity, age and gender (DGA)-inclusive conflict-sensitive (CS) analyses** to improve the Humanitarian Programme Cycle (HPC), and thus centrality of protection in humanitarian responses. The consultancy requiring an **Inclusive Humanitarian Action Specialist** will support the GPC, interfacing with the main partner's contacts, in coordinating the team efforts including the one from HelpAge, and liaising with the HQ teams in improving HI ability to support inclusive and conflict sensitivity throughout the HPC.

Crisis have evolved to become more protracted, with people facing a multitude of heightened shocks and long-term stresses. Exposure to risks is driven by the interaction of multiple compounding factors such as disability, diversity, gender, age elements as well as other environmental factors (social,

economic and cultural conditions of different contexts). This challenges the resilience of target populations, as well as the resilience of the humanitarian system itself. The existing vulnerabilities and discriminations are increased by systemic disruptions and inability of duty-bearers to ensure the centrality of protection, with an emphasis on starting with the perspective of those experiencing violence, coercion and deprivation.

HI's understanding of and approach to disability inclusion is grounded in international humanitarian law, human rights frameworks, in particular the UN Convention on the Rights of Persons with Disabilities (CRPD). In the humanitarian context, this approach requires us and other humanitarian actors to address the barriers that hinder persons with disabilities from accessing humanitarian assistance and protection, and to acknowledge their capacity to participate in the planning, implementation and evaluation of humanitarian action.

Intersectionality is a way of thinking to expose and respond to the ways in which multiple layers of discrimination due to the interaction of multiple factors (e.g. disability, age, gender) may result in increased risks and exclusion: It enables a nuanced understanding of people's needs, capacities and experiences.

Our approach to conflict sensitivity (CS) aims at promoting an understanding of contextual dynamics, shocks and stresses that can also lead to barriers to access and thus poor delivery of humanitarian aid, and worse, aid that deteriorates the conflict dynamics that led to the exclusion of vulnerable persons in the first place.

The selected consultant will join a team of 2 consultants (1 HI (CS) & 1 HelpAge) dedicated to a technical advisory and capacity development project to establish a roadmap and initial set of tools to support the Global Protection Cluster (GPC) and partners leadership and coordination on inclusive humanitarian action lead by HI.

4. OBJECTIVE OF THE CONSULTANCY

This consultancy is created as part of abovementioned project to second the Global Protection Cluster (GPC) aiming to improve disability, diversity, age and gender (DGA)-inclusive conflict-sensitive (CS) by enhancing evidence, learnings, and establishing tools and mechanisms for the Global Protection Cluster (GPC) and partners leadership and coordination on inclusive humanitarian action

5. DESCRIPTION OF TASKS

As part of the responsibilities, the consultant will:

- Set of the project team and coordinate and provide initial induction
- Produce information and communication materials and support enhancing key actors awareness on the project
- Support establishment of mechanisms and effective coordination with the partners
- Coordinate and manage the team in charge of establishing a method and tools for identification of interests, gaps, success and challenges in GPCs strategies, mechanisms, capacities (which later should open towards tools adaptation or development, training creation and dispensing),

- Identify and coordinate with global and in-country key stakeholders for data collecting and lead the collection and analysis of data. Establish an initial set of tools/roadmap to address critical gaps in disability inclusion
- Coordinate and participate in relevant GPC meetings related to the position.

6. DELIVERABLES

In close collaboration with Headquarters' inclusion and Age specialists, the conflict sensitivity experts & HelpAge HQ focal point, the consultant we are seeking will deliver within the given period :

Coordination:

Staff coordination meeting minutes ((min. 6).

External partners' minutes meeting (mi. 6).

Initial and final plus monthly meetings with the project coordinator (including activities, main tasks performed, obstacles/solutions, next steps) (min. 5)

Scoping review:

Report on a desk review on tools and methodologies mainly used in protection coordination and leadership (with specific attention to data management, assessment, planning and monitoring); not more than 10 pages including annexes.

Produce an analysis of the main relevant tools and methodologies, highlighting gaps in DGA inclusion; report of not more than 10 pages including annexes.

Conduct relevant interviews with key stakeholders, users or coordinators involved in GPC system; min 10 interviews with minutes

Coordinate the final report on DGA and CS existing tools and methodology global overview and elaborating solutions to improve them, with a specific consideration to accountability towards and participation of targeted population; final report of min. 20 pages including annexes.

7. PROFILE REQUIRED

Company which will provide a dynamic experienced and creative Inclusive Humanitarian Assistance Specialist to build and grow HI's technical support in terms of intersectionality knowledge and experiences through the project management in close collaboration with the Global Protection Cluster.

The consultant should possess relevant experiences in undertaking tasks of similar nature and magnitude, and shall have the following qualifications and experience:

8. EDUCATION

- University Degree, preferably Master's degree in Humanitarian development and/or Disability, Human rights, &/or related topics (Rehabilitation, Gender, Conflict studies, etc.).

9. LANGUAGES

- Fluency in English is essential.

10. EXPERIENCE

- Five years' demonstrated field and programmatic experience in humanitarian work in conflict/peacebuilding environments;
- At least five years of experience directly related to Inclusive humanitarian action;
- Mastering disability and intersectionality analysis (age and gender transformative actions);
- Mastering humanitarian actors, networks and coordination systems;
- Experience leading strategic partnership and influencing technical policies and practices.
- Field experience with UN Cluster systems

11. KNOWLEDGE

- Full knowledge of Humanitarian Programme Cycle, humanitarian coordination system and the protection coordination mechanism;
- Good understanding of intersectional and transformative approaches;
- Knowledge of main MEAL tools and methods;
- Familiar with microsoft office.

12. VALUES

- Commitment to equity, diversity and inclusion especially of disability, gender and age.
- Compliant with HI/HelpAge internal binding policies (safeguarding, ...)

13. REQUIRED COMPETENCIES

- Strong management skills;
- Negotiation & representation at high level;
- Influencing intelligence (design, positioning and strategic approach proposition);
- Effective time management, multi-tasking and strong coordination and planning skills;
- Expertise in support and facilitation of workshops at high international level;
- Strong analysis and synthesis capacity;
- Ability to develop new resources or adapt existing resources to a conflict sensitivity lens;
- Evaluate the impact/effect of his/her work;

- Autonomous and taking initiative;
- Persuasion and collaboration skills;
- Adaptation and flexibility;
- Promote participation and cooperation in the activities under his/her scope of work;
- Interact in a multidisciplinary team, network and collaborate;
- Stress management;
- Results' oriented.

14. DESIRABLE EXPERIENCE/ COMPETENCY

- Experience in social cohesion / protection / resilience to conflict humanitarian / conflict transformation field-work;

15. HOW TO APPLY

Applications of consultant or consultancy group should be addressed – latest – by Oct. 20th 2021 to l.bourbe@hi.org indicating in the subject of the e-mail: 'HI Consultancy on Inclusive Humanitarian action Support to the Global Protection Cluster'. In case of questions please contact the same address.

The submission should include:

- A written proposal for the intellectual consultancy service. The proposal should include a motivation statement financial proposal for 50 days of work including a daily rate. Accompanying the financial proposal, the proposal should include the description of tasks in the TOR; outline the deliverables in the TOR as well as the timeframe in the TOR. - Curriculum vitae (CV);
- Relevant education certificates;
- One example of previous similar work (e.g. tool; toolbox; technical guidance; manual training; etc.)
- name of the company, relevant documentation (such as registration N°, tax regulations, ...);
- Specific accommodations if any.

Only those candidates in who meet all qualifications and experience will be contacted for further consideration. HI is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of boys, girls, men and women with and without disabilities with whom HI engages. HI expects all staff and partners to share this commitment through our code of conduct and other Institutional policies such as the PSEAH and Child Protection Policy.