Capacity Development Specialist: Gender-Based Violence, Federated States of Micronesia

Terms of Reference

Reports to: Programs Unit Manager, Pacific Women Support Unit
Location: Chuuk Women’s Council, Chuuk State, Federated States of Micronesia (FSM), with quarterly travel to the Republic of the Marshall Islands (RMI)
Duration: 18 months with a 12-month extension based on performance and funding
ARF Classification: Category C, Level 2

Overview of Role

The Capacity Development Adviser: Gender-Based Violence will provide institutional strengthening and capacity development support to two key gender-based violence prevention and support service providers in the North Pacific: the Chuuk Women’s Council (CWC) and Women United Together Marshall Islands (WUTMI). The Adviser will support CWC to pilot, roll-out, monitor and evaluate its gender-based violence prevention and support service for survivors of violence (Phase 2). The Adviser will support WUTMI to extend its existing prevention, case management, case advocacy and counselling services provided to survivors of violence through Phase 3 of WUTMI’s Weto in Mour domestic violence program.

Chuuk State role

Based at CWC, the Adviser will provide technical support to pilot CWC’s newly established gender-based violence primary prevention and psychosocial support services for survivors of violence. The Adviser will support CWC to work with the Chuuk State Government and key stakeholders, including: statutory agencies; non-government organisations; Australian Volunteers for International Development social workers; the Pacific Community; and the International Organisation for Migration, to support strengthening of referral pathways, protocols and services for survivors of gender-based violence in Chuuk State.

Sub-regional role

The Adviser will also provide technical assistance to Weto in Mour, the domestic violence prevention and support service operated by WUTMI in RMI. The Adviser will do this through quarterly in-country missions to RMI and remote technical support.

The Adviser will use case work protocols and procedures developed in partnership with Weto in Mour and CWC as the basis for minimum standards for psychosocial support systems. The Adviser will support the maintenance of professional practice in Weto in Mour and CWC.

The Adviser will initiate learning exchange opportunities between CWC and Weto in Mour to learn from each other and to develop and strengthen gender-based violence psychosocial support service skills.
Program Background

Pacific Women Shaping Pacific Development (Pacific Women) was announced by the Australian Government at the Pacific Islands Forum Leaders’ meeting in August 2012. It commits up to $320 million over 10 years in 14 Pacific Islands Forum member countries. The program aims to improve opportunities for the political, economic and social advancement of Pacific women. Pacific Women will support countries to meet the commitments they made in the Pacific Leaders’ Gender Equality Declaration in 2012. The outcomes sought by Pacific Women are:

- Women, and women’s interests, are increasingly and effectively represented and visible through leadership at all levels of decision making.
- Women have expanded economic opportunities to earn an income and accumulate economic assets.
- Violence against women is reduced and survivors of violence have access to support services and to justice.
- Women in the Pacific will have a stronger sense of their own agency, supported by a changing legal and social environment and through increased access to the services they need.

Pacific Women is managed by Australia’s Department of Foreign Affairs and Trade (DFAT) and works with a wide range of implementing partners, including the 14 partner governments, multilateral organisations, international and national NGOs and civil society organisations.

The Pacific Women Support Unit provides the program with logistical, technical and administrative support and is in Suva, Fiji, with a sub-office in Port Moresby, Papua New Guinea.

Purpose of the Role

Based at CWC, the Adviser will take a capacity development and institutional strengthening approach with CWC and Weto in Mour projects and project stakeholders. The Adviser will support CWC and Weto in Mour to improve and coordinate prevention and support services to survivors of gender-based violence in Chuuk State and RMI, in-line with relevant policies and legislation.

The Adviser will:

- support the pilot phase (Phase 2) of CWC’s service;
- maintain and expand the services of Weto in Mour; and
- strengthen CWC’s and WUTMI’s capacity to sustainably provide gender-based violence prevention and support services.

This sub-regional arrangement will provide an opportunity for CWC’s service to build from the referral and case work protocols developed in RMI. The close location of RMI and FSM provides an opportunity to exchange learning, practise and joint training.

Contextual information about prevalence of violence against women and responses in FSM and RMI can be found in the Pacific Women FSM Country Plan Summary and the Pacific Women RMI Country Plan Summary; and about counselling services in the Review of Counselling Services in the Pacific. Pacific Women’s approach to ending violence against women can be found in the Ending Violence against Women Synthesis Roadmap Report. A review of family protection services available in FSM can be found here – Review of FSM EVAW Services.
Roles and Responsibilities

- Support CWC to pilot, roll-out, monitor and evaluate Phase 2 of its gender-based violence prevention and support service for survivors of violence.
- Support WUTMI project staff to expand and extend Phase 3 of their domestic violence services program, including developing a service delivery model for a 24-hour crisis service.
- Provide on-going training, coaching and mentoring to CWC and Weto in Mour staff to enable them to implement the prevention and support services.
- Develop, and assist CWC and WUTMI with implementation of appropriate organisational policies to ensure safety, confidentiality and ethics are maintained in the delivery of support services.
- Develop opportunities for CWC and WUTMI to work together to strengthen their services.
- Produce a gender-based violence support service training curriculum and workbook to enable new staff (and volunteers) to deliver support services that meet required minimum standards; and train project staff on how the use the curriculum and workbook.
- Develop gender-based violence prevention community education curriculum and accompanying experiential learning materials; and train project staff on how to deliver the learning activities in community education and outreach activities.
- Directly provide casework and psychosocial support to clients in Chuuk, as necessary.
- Mentor and train counsellors and case workers on self-care strategies.
- Empower project staff to collaborate with government, women’s councils and others, including Australian Volunteers for International Development, to address gender-based violence service gaps.
- Maintain effective relationships with stakeholders. Represent and promote Pacific Women’s work on ending violence against women, including with UN Women’s EVAW hub for peer review.
- Provide targeted skills transfer, capacity development and mentoring support to identified counterparts and stakeholder organisations, as agreed in annual work plan(s).
- Write material, including stories of change and case studies, which document CWC and Weto in Mour’s work to demonstrate progress in line with Pacific Women’s and DFAT’s communication strategies; and to share national experience, including lessons learned, for regional South–South exchanges and between Pacific Women’s implementing partners.
- Develop an exit or transition strategy to ensure continued progress toward service provision and organisational capacity outcomes at the end of the Adviser’s role.
- Apply the Pacific Women Style Guide to written work.

Deliverables

The Adviser will develop work plans annually, with the first work plan due six weeks after commencing the assignment to cover the period from commencement to 30 June 2020. Work plans will be approved by CWC, WUTMI, DFAT Post FSM and the Pacific Women Support Unit. They will contain details of the Adviser’s activities, including the methodology and timing, to fulfil the roles and responsibilities listed in the section above.

The Adviser will also finalise joint capacity assessments and agreed capacity development strategies for counterparts and for CWC and Weto in Mour, submitting a capacity development plan within 12 weeks of commencing the assignment.
The Adviser will submit quarterly progress reports throughout the assignment, reporting on the skills development and mentoring support provided to CWC and WUTMI as agreed in the annual work plans.

**Essential Criteria**

- Relevant qualifications in social work, psychology, counselling, women’s health or related disciplines.
- At least seven years’ experience working on gender-based violence, domestic violence or violence against women and girls, that may include experience:
  - Working to develop counselling services and referral mechanisms for victims of violence, ideally in other Micronesian countries
  - Establishing, or having key responsibility for, case management models of violence against women and girls service delivery
  - Delivering best practice training, mentoring and coaching in psychosocial support and counselling
  - Developing clinical practice standards for gender base violence service delivery
  - Designing and advising on gender-based violence counselling programs in each case, applying global principles, standards and contextual best practice.
- Demonstrated skills in community engagement and community education on primary prevention of gender-based violence (particularly domestic violence) and gender and child protection issues.
- Demonstrated knowledge of interpersonal communication skills and counselling theory.
- Proven ability to use a broad range of capacity development modalities including: training; coaching; shadowing; mentoring; job aids; manuals; and toolkits, with a commitment to transferring skills to local counterparts.
- Track record of building institutional capacity in government and civil society organisations in key aspects of organisational management that may include: governance; leadership; program design; implementation; monitoring and evaluation; report writing; and inter-agency collaboration.
- Superior communication skills, interpersonal skills, mature judgement and tact in working with a range of government and civil society stakeholders. Ability to work in a multi-cultural environment with sensitivity and respect for diversity.
- Ability to work in cultural isolation and a standard of living that may be different.

**Desirable Criteria**

- Post-graduate diploma in psychosocial support and counselling.
- Knowledge of Chuukese language.
- Experience working in North Pacific or remote indigenous communities.