



JOB DESCRIPTION

Role Profile	Advisor on Protection from Violence (PfV) and/or Sexual and Reproductive Health and Rights (SRHR) for Benin, Togo and Zambia primarily.		
Functional Area	Protection from Violence and/or Sexual and Reproductive Health and Rights (SRHR) for Sida funded programmes in Benin, Togo and Zambia primarily.		
Reports to	Head of Programmes, Benin Country Office (<i>formal line-management</i>) Head of Policy and Thematic Unit, Plan International Sweden (<i>all policy and technical work and coordination</i>)		
Location	Preferably Cotonou in Benin but can be discussed		
Effective Date	April 2025	Grade 16	30-40% for traveling

THE ORGANISATION

Plan International is a development and humanitarian organisation that works together with children, young people, supporters and partners to strive for a just world, where we are all equal. To do this we tackle the root causes of the challenges and inequalities that children and young girls face. We're there for children from birth until adulthood and we enable children to prepare for and respond to crises and adversity.

We work with children, their parents, teachers and political leaders. We are present in cities, villages, refugee camps and where major decisions are made. In this way, we create long-term change for individuals as well as entire communities. We are on the ground in disasters, but also work long-term. At the same time, we work actively to ensure that all countries around the world have the best interests of children at heart. We have been building powerful partnerships for children, especially girls, for over 80 years and are now active in more than 80 countries.

Two of Plan International's global priorities are sexual and reproductive health and rights (SRHR) and protection from violence (PfV).¹ We want to ensure that children and youth are protected from all forms of violence and that they can safely access reporting mechanisms, quality support and response services as needed. We also strive for children and youth to have control over their bodies, and make informed decisions, and access SRHR services in an enabling environment. Both these areas are fundamental for achieving gender equality and fulfillment of rights.

Plan International Sweden is together with Plan International Country Offices and civil society partner organizations implementing a larger civil society strengthening programme funded by Sida in multiple regions and countries. The overall goal of the programme is to contribute to a vibrant and pluralistic civil society where children and youth, particularly girls and young women aged 10-24, are empowered, exercise their rights and enjoy gender equality. It has a strong focus on both strengthening the role and conditions of civil society and to reach Protection and SRHR outcomes.

¹ Protection from Violence includes Plan International's work on child protection and Gender-Based Violence.

ABOUT THE POSITION

The purpose of this position is to provide strategic direction and technical assistance to Plan International and partners' work on Protection from Violence and/or Sexual and Reproductive Health and Rights for a number of countries in Africa (Benin, Togo and Zambia). The position will play a key role in ensuring that Plan International's work together with partner organisations are informed by and delivered in accordance with international standards and programming while simultaneously strengthening the role and capacity of civil society partner organisations.

Primarily, the position provides technical support to Plan International staff (Country Offices and Plan International Sweden) and civil society partner organisations on PfV and/or SRHR in the design, implementation, monitoring, reporting and evaluation of the Sida-funded programmes in Benin, Togo and Zambia.

The advisor will help to position Plan International and partner organisations in the main regional and national policy processes on the rights of children and youth, and gender equality. In particular the focus will be on PfV and/or SRHR, accompany country offices' staff and partners to define priorities, strategies, objectives and key messages of influence in different forums, and support capacity building of staff and partners and participate in Plan International's global work.

The role will entail significant collaboration with Plan International's Country Offices, Regional and Global Hubs and partner organisations as well as with the Thematic Advisors and Programme Specialists at Plan International Sweden. The regional advisor will also collaborate with the Regional Civil Society Strengthening Advisor in providing strategic support for Plan's engagement with and strengthening of civil society organisations and youth engagement.

The position will also support the scaling-up of Plan International's work on PfV and/or SRHR, through building and securing strategic partnerships, resource mobilisation, knowledge management and organisational learning, evidence-based advocacy and external representation in regional forums.

KEY RESPONSIBILITIES

- Contribute to the strategic direction and quality of Plan International's and partners' work on PfV and/or SRHR in Benin, Togo and Zambia within the Sida funded programmes;
- Provide technical support and quality assurance on SRHR and/or PfV to Sida funded programmes in Benin, Togo and Zambia by working closely with Plan International staff and partner organisations in implementation, reporting and evaluation, and support other relevant programmes in these or other countries in the regions of Eastern and Western Africa as needed;
- Strengthen and build capacity of Plan International staff and partners civil society organisations on PfV and/or SRHR in Benin, Togo and Zambia and contribute to ensuring that lessons learned are fed back into further programming and project adaptation and design.
- Support Plan and partners' work with duty-bearers, communities, service providers and households in provision of learning and capacity strengthening on rights over bodies and decisions;
- Support Plan and partners on gender and social norms change work toward greater equality, impacts and more specifically in areas related to gender based violence, other forms of violence such as intimate partner violence, harmful practices such as child and early forced marriage and unions;
- Support policy and advocacy work on PfV and/or SRHR at national, regional (and in some instances global) levels together with partner organisations and when applicable represent Plan in relevant forums and networks.

- Actively contribute to Plan International's global working groups and Plan International Sweden's reporting to donors and our global learning and development.
- Promote partnerships and network with external actors on PfV and/or SRHR at national, regional and international level.

TECHNICAL EXPERTISE, SKILLS AND KNOWLEDGE

- At a minimum a Bachelor's degree and preferably a Master's degree in social sciences or health sciences.
- At least five years of experience in Protection from Violence and/or Sexual Reproductive Health and Rights, including in-depth knowledge of standards and programming and the international legal/policy framework related to the thematic areas.
- Demonstrated experience in advocacy and influencing actions in the national, regional and/or global context.
- Experience of supporting local civil society organisations, groups and/or young people and providing them with capacity development support.
- Strong knowledge of child rights, youth participation, civil society strengthening, human rights-based approach to development programming, and demonstrated experience in gender and non-discrimination. Experience on inclusion of excluded populations is a benefit.
- Experience in monitoring and reporting for various donors such as such Sida, EU, UN and private foundations.
- Experience working internationally and across diverse cultures and contexts.
- Experience working in restricted civic space contexts, particularly on issues such as Comprehensive Sexuality Education, abortion, and/or on rights of people with diverse Sexual Orientation, Gender Identity and Expression (SOGIE) is a benefit.
- Demonstrated experience in representation, facilitation and networking across diverse stakeholders.
- Strong planning and organizational skills and excellent analytical and cooperation skills.
- Strong results-oriented, problem solving and proactive communication skills.
- Excellent written and oral skills in both English and French.
- Strong computer and presentation skills

KEY RELATIONSHIPS

Internal:

The position reports to the Head of Programme at Plan International Benin with a dotted line to the Head of Policy and Thematic Unit at Plan International Sweden. They will collaborate with:

Regional Offices: other Thematic Advisors as appropriate

Plan International Sweden (SNO): the position will be part of the Policy and Thematic Unit and work closely with both Thematic Advisors and Programme Specialists at SNO.

Country Offices: Programme and Influencing managers and teams as well as Thematic/Technical Advisors and other staff.

Global Hub (HB): PfV and SRHR Global Hubs

Liaison offices (LO): African Union LO, New York and Geneva UNLOs.

External:

- Local Civil Society Organisations working in PfV and/or SRHR and their platforms and networks at national, regional and global.
 - UN Agencies: UNICEF, UNWOMEN, UNFPA, WHO and others as appropriate to needs
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- When applicable: Engage externally with relevant actors and coordinate Plans work with other international/regional institutions and agencies, technical networks, regional government bodies, consultants, academy, consortium partners, regional network, and donors.

Application Procedures

For anyone interested in participating in this process, please send a cover letter addressed to the Resident Representative of Plan International Benin, an updated CV, and copies of diplomas **no later than Friday, March 28, 2025** through these links:

Internal :

<https://performancemanager5.successfactors.eu/sf/jobreq?jobId=51653&company=PlanInt>

External :

<https://career5.successfactors.eu/sfcareer/jobreqcareerpvt?jobId=51653&company=PlanInt&st=E994C0553D82A54A0C9F26CB53C51B05A503A4A3>

PLAN INTERNATIONAL'S VALUES IN PRACTICE

We are open and accountable

- Promotes a culture of openness and transparency, including with sponsors and donors.
- Holds self and others accountable to achieve the highest standards of integrity.
- Consistent and fair in the treatment of people.
- Open about mistakes and keen to learn from them.
- Accountable for ensuring we are a safe organisation for all children, girls & young people

We strive for lasting impact

- Articulates a clear purpose for staff and sets high expectations.
- Creates a climate of continuous improvement, open to challenge and new ideas.
- Focuses resources to drive change and maximise long-term impact, responsive to changed priorities or crises.
- Evidence-based and evaluates effectiveness.

We work well together

- Seeks constructive outcomes, listens to others, willing to compromise when appropriate.
- Builds constructive relationships across Plan International to support our shared goals.
- Develops trusting and 'win-win' relationships with funders, partners and communities.
- Engages and works well with others outside the organization to build a better world for girls and all children.

We are inclusive and empowering

- We empower our staff to give their best and develop their potential
- We respect all people, appreciate differences and challenge equality in our programs and our workplace
- We support children, girls and young people to increase their confidence and to change their own lives.

LEVEL OF CONTACT WITH CHILDREN AND YOUNG PEOPLE

Low-moderate: Moderate frequency of interaction.
