



PROJECT LEAD: PROMOTING THE RIGHTS OF CHILDREN IN UNITED 2026

Role Title	<p>Project Lead: Promoting the Rights of Children in United 2026</p> <p>The Centre is hiring four Project Leads in North America:</p> <ul style="list-style-type: none"> • Project Lead Canada • Project Lead Mexico • Project Lead Eastern USA • Project Lead Western USA
Start Date:	28 November 2022 or as mutually agreed
Reporting to:	Katie Hanna, Senior Project Manager, North America
Location:	Home-based in one of four cities: Los Angeles; New York City / New Jersey; one host city in Mexico; or one host city in Canada. The role will require travel in the United States, Canada and Mexico.
Hours	Part-time (3.25 days / week or 24 weekly hours) with the possibility of flexible working.
Salary:	Up to \$500 / day on a consultancy basis, or equivalent competitive salary and benefits if contracted as a fixed-term employee.
Contract Length:	12 months fixed term, further renewal dependent on funding.
Role purpose:	<p>There are four Child Rights City Leads (United 2026): Project Lead Eastern USA, Project Lead Western USA, Project Lead Canada, and Project Lead Mexico. These city project leads will provide the coordination of and reporting on City specific activities identified for phase 2 of the project. These roles will provide critical specialist support to each Cities' Steering Committee and act as a conduit/liaison to the CSHR. The roles will be responsible for localised administration, monitoring, reporting and information/knowledge capture and sharing. The Senior Project Manager, North America will provide city-specific support where needed. The role holder will represent the Centre for Sport and Human Rights in Los Angeles, New York City / New Jersey, one host city in Mexico, or one host city in Canada by leading Child Rights programming related to the FIFA World Cup 2026.</p> <p>The role holder will lead work to improve knowledge and capacity of key decision makers of host cities in their region (including public bodies and the organizing committee), governments, sport governing bodies and other stakeholders of the FIFA World Cup 2026 such that they take concrete actions and commit resources to ensure that child rights are protected, respected and promoted during preparations to host the FIFA World Cup 2026. Further information on this project is found in Annex 1.</p>
Alignment with the Centre's mission:	In alignment with the Centre's strategic plan, Convergence 2025 (2021-2025), this post will contribute to the collective outcomes for responsible sport and deliver on the Centre's strategic objectives, specifically: to nurture thought-leadership, innovation and knowledge on sport and human rights; to strengthen operational systems and practices in sport to align with human rights responsibilities; and foster inclusive engagement, cultivate collective action and forge transformational alliances.

Key relationships:	Directly with Line Manager and additional City Leads, liaising throughout the CSHR team.
Key responsibilities:	<p>This role will have responsibility for the Promoting the Rights of Children in United 2026 project of host cities in their region including:</p> <p>Developing and Delivering Practical Guidance Resources and Activities to Share Technical Knowledge so as to:</p> <ul style="list-style-type: none"> ● Ensure the provision of technical support and resources to host cities in region based on assessments of their needs and priorities; ● Share practical resources developed with host cities in region; ● Provide guidance and technical support through peer learning groups, webinars and other appropriate formats; ● Contribute to a joint city knowledge sharing platform, to capture experiences and child rights lessons learned from previous MSEs; ● Support the undertaking of city-specific self-assessments in region using the CSHR benchmarking tool; ● Co-create with children in region city-specific United 2026 children's participation strategies; ● Initiate city-specific interventions in region based on self-assessments and contribute to progress by conducting in-person training, meetings, thematic webinars and other tools; ● Connect cities in region to pilot and evolve the MSE and Child Rights online course. <p>Stakeholder Engagement and Relationships</p> <ul style="list-style-type: none"> ● Oversee relationships with host city/ies in region, their governments, and partners ● Support stakeholder consultations to define the city-specific visions in region; ● Support formation of city-specific Steering Committee; ● Advise on the development of local partnership strategies building on the United 2026 human rights approach; ● Establish links with other child-focused city-specific initiatives in region; ● Connect stakeholders to other CSHR activity including the Sporting Chance Forum. <p>Internal Communication and Integration</p> <ul style="list-style-type: none"> ● Participate in regular meetings of United 2026 project team and the CSHR team; ● Prepare periodic city reports and updates on the project as required; ● Participate in regular sessions to integrate project work with the overall work of the Centre. <p>Monitoring Evaluation and Learning</p> <ul style="list-style-type: none"> ● Evaluate lessons learned from this phase of the project;
Expected project outcomes and impact:	<p>The initial outcomes identified for the project in and through sport and major event hosting, which are under development, include the following:</p> <ul style="list-style-type: none"> ● Building safer cities for children ● Developing a network of individuals and agencies in leading cities that establish commitments and programmes that respect, protect and promote child rights; and ● Creating opportunities (programmatic and project based) across cities for active child citizenship, voice and agency in and through sport and major event hosting. <p>The impact of this project will be that all United 2026 host cities:</p>

- Develop greater awareness of, and confidence in, their responsibilities to take child rights and safeguarding into account in planning the event and future events;
- Collaborate more effectively to identify, develop and implement policies, processes and practices that will establish a new child rights standard for the delivery of United 2026 and create a legacy for future MSEs.

The impact of this project and each role within the designated United 2026 host cities will be to facilitate:

- City-specific self-assessments based on a benchmarking tool developed together with the Office of the Special Representative on Violence Against Children and UNICEF.
- Significant actions to improve the cities' benchmarks during preparation for the United 2026 event by initiating interventions, conducting in-person trainings, meetings, thematic webinars, peer learning groups and other tools.
- Establishment of Local Steering Committees bringing together local partners to improve the cities' benchmarks and oversee the monitoring of the assessments;
- Engagement and consultation with children in sport (including those most vulnerable) to build awareness of United 2026 and share their perspectives and ideas to co-create a strategy to make the event child friendly and enable children's participation.
- Contributions by child rights/welfare organizations to help the cities promote, respect and protect children leading up to and during United 2026 and design child specific legacies.
- Consultations to connect stakeholders and improve coordination to define city-specific visions and activity to protect children's rights.
- Stakeholder participation in an MSE and Child Rights online course designed to improve knowledge of child rights issues and give practical ways to address these within the planning of United 2026 and future events;
- Development of a joint cities knowledge-sharing platform which will include experiences and child rights lessons learned from previous MSEs.

The impact of the project internally will be that CSHR:

- Increases knowledge and understanding of the needs, priorities and resources of four United 2026 host cities;
- Evaluates its benchmarking assessment as an effective tool for all United 2026 host cities and other MSE hosts to promote the rights of children;
- Increases capacity to effect change and achieve impact including through increasing awareness of child rights and safeguarding in sport.

Person specification:	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • University degree or equivalent in social sciences, sport management, international development, child protection, human/child rights, social work or related field 	<ul style="list-style-type: none"> • Advanced university degree in social sciences, sport management, international development, child rights, child protection, social work or related field

<p>Experience:</p>	<ul style="list-style-type: none"> • Minimum of six years of progressively responsible, recent and relevant professional experience in project management and network development • Working with municipal governments in host city, sports bodies or child rights/protection organizations in developing programs that improve child safety and well-being • Demonstrated ability to build partnerships and an ability to manage diverse professional relationships • Working with children and youth and facilitating child voice as an effective part of decision making • Working collaboratively with a team in a remote working environment 	<ul style="list-style-type: none"> • Eight years and upwards of progressively responsible, recent and relevant professional experience in project management and network development • Working in a national or international environment and on a national or international level • Understanding the human rights challenges in the world of sport • Working with children and youth in the host city
<p>Knowledge and skills:</p>	<ul style="list-style-type: none"> • Knowledge of the UN Convention on the Rights of the Child and a rights-based approach to programming • Knowledge of and commitment to safeguarding • Excellent English communication and writing skills • Excellent organizational skills • Able to think strategically and innovatively • Able to manage change and ambiguity • City Lead: Mexico fluent in Spanish and English 	<ul style="list-style-type: none"> • Knowledge of the human rights challenges in the world of sport • City Leads in U.S.: Additional language skills in Spanish and French • City Lead: Canada: fluent in French and English • Media and public speaking skills
<p>Required attitude</p>	<p>We are:</p> <ul style="list-style-type: none"> - People-focused (supportive, inclusive, helpful and curious) - Impact-oriented (purpose driven, collaborative, and ambitious) - Solutions-based (pragmatic, creative, and innovative) <p>We believe in our mission and work hard to pursue it. We are a small team, working internationally, and seek pragmatic, hands-on, and positive-minded colleagues to join us in this mission.</p> <p>You will be committed to our mission of promoting human rights in sport and to contributing to a positive and collaborative working environment in which high standards of governance and operations management are maintained. You will be proactive, able to manage your own workload and work collaboratively with members of the CSHR team and project teams</p>	
<p>Inclusion and diversity:</p>	<p>We work hard to create and maintain a positive internal environment with a team that is open, supportive and encourages collaboration, including a commitment to inclusion and diversity at all levels. We will consider qualified candidates without regard to age, disability status, ethnicity, gender, national origin, pregnancy, race, religion, sex, sexual orientation, socioeconomic status or any characteristic protected by law, and value candidates with</p>	



	<p>varied experiences who can bring a new perspectives and outlooks to our work.</p> <p>At CSHR we believe we need to keep children and vulnerable adults safe. Selected candidates will be expected to adhere to our standards. Our selection and appointment process reflects our commitment to the protection of children and vulnerable adults from abuse.</p>
Application process:	<p>If you are interested in this position, please fill in the form here.</p> <p>Closing date for applications: Tuesday 18 October 2022 at 23:59 EST.</p> <p>Interviews will be conducted via Zoom the week commencing 24 October 2022.</p> <p>For additional information about this position, please contact recruitment@sporthumanrights.org.</p> <p><i>Note: Applications from unsuccessful candidates will be held on file for 6 months after the end of the recruitment process.</i></p>

ANNEX 1: PROMOTING THE RIGHTS OF CHILDREN IN UNITED 2026 | PROJECT DESCRIPTION

Mega-sporting events represent an opportunity to raise expectations, to embed good practice and leave a positive legacy, within the cycle of major events, and locally in host communities. CSHR believes that MSEs should be delivered to exemplary standards. This means, United 2026 bid/host cities taking action to prioritize child rights and to safeguard children in the preparation and delivery of the FIFA World Cup 2026 and be used further as a driver towards realizing children’s rights.

The FIFA World Cup 2026 presents distinct opportunities as well as risks for individuals and groups in the various bid/host cities. This event can bring positive benefits for children, inspiring them to dream and set goals, to get active, unite communities and provide opportunities to learn about other cultures. The event may also provide economic benefits to their families.

Notwithstanding these positive opportunities, it is known that some children and young people can be especially vulnerable during the planning and delivery of MSEs. Children can experience violence, harassment, abuse, neglect, discrimination, trafficking, displacement and sexual exploitation linked to the event or its value chain. Children can also be impacted when MSE activities lead their parents/caregivers to suffer human rights abuse, e.g. by sustaining serious workplace accidents, going unpaid, being evicted or unfairly dismissed from their jobs.

Children may be affected by United 2026 directly or indirectly— as spectators, community members, through the supply of goods and services for the event or through the marketing and advertising of products during the event and its broadcast. It is also important to recognize that United 2026, like other MSEs may have distinct impacts on different groups of children and negatively affect, in particular, vulnerable groups, such as girls, children with disabilities, children living in poverty, migrant children, LGBTQI+, etc. Therefore, it takes an intersectional approach to assess and address the specific rights of children. Appropriate focus and priority must be given to prevent and mitigate any negative human and child rights impact.

There is a shared responsibility to protect and fulfil the rights of the child. International federations, governments, MSE host cities, sponsors and broadcasters all have a role to play in preventing and mitigating risks posed to children’s rights in the context of United 2026, and to advance opportunities to proactively advance children’s rights and well-being. FIFA will be especially important in this process, as they have a responsibility and have committed to respecting human rights, including those of children, and have an opportunity to use their leverage to establish rights-respecting policies and activities through the multi-national, multi-city, multi-sector hosting arrangements for United 2026.

The FIFA World Cup 2026 bid process was the first MSE to require extensive human rights commitments in its bidding requirements, obliging bidding countries to identify their human rights risks and propose strategies to prevent and mitigate them. It thus provides a distinct opportunity to build on the foundation of Phase One of the Oak funded project, Promoting the Rights of Children in United 2026, to work with four host cities across the three nations hosting United 2026. This will allow CSHR, together with partners, to lay the foundation for a FIFA World Cup that puts the child rights at the center of its success, creates sustainable legacies that will remain in place to protect children and raise the standard for the protection, respect and promotion of their rights through the hosting of an MSE. CSHR aims to deliver this opportunity as a child-centered and partnership-focused model that will benefit current and future MSE host cities worldwide.

