



SENIOR PROJECT MANAGER, NORTH AMERICA: PROMOTING THE RIGHTS OF CHILDREN IN UNITED 2026

Role Title	Senior Project Manager, North America: Promoting the Rights of Children in United 2026
Start Date:	1 June 2022 or as mutually agreed
Reporting to:	David Grevenberg, Chief Innovation + Partnerships Officer
Location:	Home-based in the United States. The role will require travel in the United States, Canada and Mexico.
Hours	Full-time (5 days/37.5 hours per week) with the possibility of flexible working.
Salary:	Up to \$550 (USD) / day on a consultancy basis, or equivalent competitive salary and benefits if contracted as a fixed-term employee.
Contract Length:	16-months fixed term, further renewal dependent on funding.
Role purpose:	<p>The role holder will represent the Centre for Sport and Human Rights in North America by leading Child Rights programming related to the United 2026 FIFA World Cup. This role will be responsible for the management and implementation of the grant-funded project: Promoting the Rights of Children in United 2026.</p> <p>Working with the Centre’s Senior Management Team and others, the role holder will instigate and manage the project, have budget responsibility and recruit and line manage four part-time consultants in four cities (two in the United States, one in Canada and one in Mexico).</p> <p>The role holder will lead work to improve knowledge and capacity of key decision makers of host cities (including public bodies and the organizing committee), governments, sport governing bodies and other stakeholders of the 2026 FIFA World Cup such that they take concrete actions and commit resources to ensure that child rights are protected, respected and promoted during preparations to host the 2026 FIFA World Cup. 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 City Leads, liaising throughout the CSHR team.
Key responsibilities:	<p>This role will have management responsibility for the Promoting the Rights of Children in United 2026 project 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 based on assessments of their needs and priorities;

	<ul style="list-style-type: none"> ● Share practical resources developed with all host cities; ● Provide guidance and technical support through peer learning groups, webinars and other appropriate formats; ● Develop 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 using the CSHR benchmarking tool; ● Co-create with children city-specific United 2026 children's participation strategies; ● Initiate city-specific interventions based on self-assessments and contribute to progress by conducting in-person training, meetings, thematic webinars and other tools; ● 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 cities and their governments, national soccer federations and other key partners and stakeholders including UNICEF and various UNICEF National Committees/ Country Offices; ● Maintain positive collaboration with FIFA in regard to the project; ● Support stakeholder consultations to define the city-specific visions; ● Support formation of city-specific Steering Committees; ● 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; ● Connect stakeholders to other CSHR activity including the Sporting Chance Forum. <p>Team and Project Management</p> <ul style="list-style-type: none"> ● Recruit and supervise City Leads in 4 United 2026 host cities (1 in Mexico City, 1 in Toronto, 2 in the United States); ● Manage budget for the project. <p>Internal Communication and Integration</p> <ul style="list-style-type: none"> ● Hold regular meetings of United 2026 project team and the CSHR team; ● Prepare periodic reports and updates on the project as required; ● Hold 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"> ● Establish project MEL processes and reporting mechanisms within overall MEL framework; ● Evaluate lessons learned from this phase of the project; ● Prepare workplan and funding application for next phase of the project in liaison with the CSHR team.
<p>Expected impact of role:</p>	<p>The impact of this role will be that all United 2026 host cities:</p> <ul style="list-style-type: none"> ● 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. <p>The impact of this role in four designated United 2026 host cities will be to facilitate:</p>

	<ul style="list-style-type: none"> • 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 during 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. <p>The impact of the role internally will be that CSHR:</p> <ul style="list-style-type: none"> • 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: Qualifications	Essential <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 	Desirable <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
Experience:	<ul style="list-style-type: none"> • Minimum of eight years of progressively responsible, recent and relevant professional experience in project management and network development • Working with municipal governments, sports bodies or child rights/protection organizations in developing 	<ul style="list-style-type: none"> • Ten years and upwards of progressively responsible, recent and relevant professional experience in project management and network development • Working in an international environment and on an international level

	<p>programs that improve child safety and well-being</p> <ul style="list-style-type: none"> • Demonstrated ability to build partnerships and an ability to manage diverse professional relationships • Facilitating child voice as an effective part of decision making • Working collaboratively and managing a team in a remote working environment 	<ul style="list-style-type: none"> • Understanding the human rights challenges in the world of sport
Knowledge and skills:	<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 	<ul style="list-style-type: none"> • Knowledge of the human rights challenges in the world of sport • Additional language skills in Spanish and French • Media and public speaking skills
Required attitude	<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>	
Inclusion and diversity:	<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 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: Wednesday 4 May 2022 at 23:59 EST.</p>	



Interviews will be conducted via Zoom the week commencing 16 May 2022.

For additional information about this position, please Mariam Diakite on mariam.diakite@sporthumanrights.org.

Note: Applications from unsuccessful candidates will be held on file for 6 months after the end of the recruitment process.

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 2026 FIFA World Cup and be used further as a driver towards realizing children's rights.

The 2026 FIFA World Cup 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 2026 FIFA World Cup 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 the 2026 World Cup, 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.