**Job Title:** Head of Child Safeguarding and Protection, Centre for Sport and Human Rights

**Reporting to:** Head of Child Rights (based remotely in Thailand)

**Start Date (ideally):** 15 August, 2020 (negotiable)

**Hours:** Full-time preferred (5 days, 37.5 hours per week) or part-time (4 days, 30 hours per week)

**Location:** Remote position, working from home. Preference is given to candidates in the UK or Switzerland, however candidates home-based in another country will also be considered, with preference given to time-zones which overlap with Europe. Candidates must already have permission to work in the country of their location.

**Duration:** 12 months, with 3-month probationary period, with possibility of renewing annually based on performance and funding.

**Pay:** £50,000 - £60,000 per annum pro-rata, depending on experience. Equivalent consulting rate offered for non-UK based consultants. This post will have a contract or consultancy agreement subject to UK law. PAYE contracts will be offered to UK-based applicants.

**Background**

The Centre for Sport and Human Rights (CSHR) works to advance a world of sport that fully respects human rights by sharing knowledge, building capacity and strengthening the accountability of all actors involved in sport through collective action and by promoting and supporting the Sporting Change Principles.

CSHR is committed to a reduction, at scale, of violations of children’s rights in and through sport. Among these are physical abuse, emotional abuse, sexual abuse, neglect, peer aggression, undue stress, harassment, hazing, bullying, and other forms of non-accidental violence, as well as doping, trafficking, displacement and child labour.

To prevent and respond to these violations, over the past decade a growing number of sport organisations, primarily in North America and Europe, have adopted policies and procedures related to the safeguarding and protection of children in organised sport. Although the overall trend is positive, the pace of change is slow, particularly in the Global East and South. Moreover, in many cases where sporting organisations have adopted policies and procedures, they have yet to be fully implemented on the ground. At the same time only a few States have policies, programmes, and allocated resources specifically for safeguarding and protection of children in sport. As an outcome of this situation, only a minority of the world’s children engaged in sport are adequately protected.
A number of inter-governmental organisations, UN entities and special procedures and child rights agencies have a global or regional reach with the capacity to influence sporting organisations and governments to adopt child safeguarding and protection measures in sport. Moreover there are several national, regional and international programmes and initiatives that have capacity to provide sporting organisations and governments with technical guidance/resources on child safeguarding and protection.

To achieve, at scale, the objective of **all children safeguarded and protected in the sport environment** requires a common vision and a coordinated global level effort. As is presented in its *Child Rights Strategic Framework for Collective Action*, CSHR aims to use its role as an advocate and convener of collective action to mobilise national, regional and international stakeholders from key sectors around this objective. The objective is requisite to realising SDG Target 16.2 that calls for an end to “abuse, exploitation, trafficking and all forms of violence against and torture of children” by 2030. It also aligns with the Kazan Action Plan’s commitment to measure the contribution of sport to SDG achievement.

CSHR is collaborating with a range of partners (including Safe Sport International, International Safeguards for Children in Sport, the Commonwealth Secretariat, the UN Special Representative of the Secretary General-Violence Against Children) to build a multi-sectoral and multi-stakeholder initiative to achieve the following three goals by 2030:

- All national sport bodies have formal policies to protect children, youth and other vulnerable groups;
- All national sport bodies have a nominated child protection officer and a nominated sport integrity officer; and
- All athletes, coaches and sport officials have participated in at least one training or orientation session on the protection of children, youth and other vulnerable groups.

All three of these goals are focused on realising the objective of **all children safeguarded and protected in the sport environment**.

**Purpose of Post**

Under the direction of the Head of Child Rights, the Head of Child Safeguarding and Protection will manage projects under the CSHR’s Child Rights strategy. The post-holder will specifically take the lead in the management and implementation of strategies, approaches, activities and multi-sectoral partnerships of CSHR related to the child safeguarding and protection as presented in Outcome 2 of the strategy.

**Roles and Responsibilities**

**Lead CSHR’s Child Safeguarding and Protection Work**

- Review (initially and periodically) the strategy and activities for the Child Rights workplan related to safeguarding and protection, providing feedback and recommendations.
- Support, implement and monitor the implementation of the Centre’s child safeguarding and protection programme.
- Raise awareness of sports bodies to the actions needed to implement the organisational changes required to embed protection for children within their scope of operations.
• Prepare periodic reports, including those for sharing with partners, stakeholders and the Centre’s Advisory Council.
• Monitor expenditure vs. budget, and advise of necessary actions for optimum use of available funds
• Support the process for evaluation the impact of CSHR’s work on child safeguarding and protection.

Technical Knowledge and Support
• Maintain a digital database of information, resources and tools regarding child safeguarding and protection in sport and when gaps are identified, prepare or arrange for preparation of materials.
• Provide, or arrange for the provision of, technical support on child safeguarding and protection.
• Organise events and capacity building/technical workshops for strategic partners.
• Encourage and facilitate the evaluation of child safeguarding and protection programmes, projects and interventions in sport and the documentation of experiences.
• Share knowledge, build capacity, and increase accountability on child safeguarding and protection issues, in line with CSHR’s Child Rights Strategic Framework for Collective Action.

Partnerships and Collective Action
• Identify and reach out to stakeholders who can contribute to and advance achievement of child safeguarding and protection in sport.
• Build, maintain knowledge, and map stakeholders’ strategies/plans related to child safeguarding and protection in sport.
• Establish and maintain relations and regular communications with sport organisations, governments, intergovernmental bodies, international organizations, affected groups, civil society, sponsors, and broadcasters to enhance collaboration and facilitate synergies and collective action related to child safeguarding and protection in sport, including through SDG 16.2 in Sport Initiative.

Communication and Advocacy:
• Identify opportunities for advocacy and lobbying with sport organisations, governments, intergovernmental organisations, expert groups, civil society, affected groups.
• Support the development and implementation public awareness campaign.
• Ensure work on Child Safeguarding and Protection in Sport is communicated through websites and other forms of media, including social media.
• Represent CSHR at relevant events and platforms.

Resource mobilization:
• Assist in the identification of funding opportunities and support engagement and relationship building with donors in regard to child safeguarding and protection projects and initiatives.
• Contribute to the development of concept notes and funding proposals.
• Assist in preparing donor reports and other documentation that may be required by donors.

Other
• Contribute towards building CSHR as a leader in the field of child rights and sport.
• Liaise with and support the mega-sporting events work of CSHR as it relates to child safeguarding and protection.
• Support child safeguarding and protection components of Sporting Chance Forums.
## Person Specification

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<tr>
<th>Qualifications</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td>● University degree or equivalent in social sciences, sport management, international development, child protection, human/child rights, social work or related field</td>
<td>● Advanced university degree in social sciences, sport management, international development, child rights, child protection, social work or related field</td>
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<tr>
<th>Experience</th>
<th>Essential</th>
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<tr>
<td>● Minimum of eight years of progressively responsible, recent and relevant professional experience in programme management and network development at an international level</td>
<td>● 10-15 years of progressively responsible and relevant professional experience in programme management</td>
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<td>● Knowledge and experience in the fields of child safeguarding and/or protection</td>
<td>● Demonstrable knowledge and experience in the fields of child safeguarding and/or protection, specifically in sport</td>
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<td>● Demonstrable knowledge of child rights issues in the sport environment</td>
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<td>● Experience working with sport bodies.</td>
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<td>● Demonstrable knowledge and experience in the application of UN Guiding Principles on Business and Human Rights and UNICEF Children’s Rights and Business Principles</td>
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<th>Knowledge and Skills</th>
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<tr>
<td>● Strong knowledge of child rights</td>
<td>● Relating and networking skills including diplomacy and tact</td>
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<td>● Communication: excellent writing, speaking and presentation skills, including fluency in written and spoken English</td>
<td>● Understanding how to drive organizational change</td>
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<td>● Good interpersonal skills</td>
<td>● Knowledge of child protection within the context of sport and/or sport bodies</td>
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<td>● Ability to analyse and synthesise large amounts of information.</td>
<td>● Proficiency in a second language, ideally Spanish, French or Arabic</td>
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<td>● Sound strategic thinking and planning skills, including the ability to think creatively, to innovate and to set priorities, create and manage work plans and monitor/evaluate progress.</td>
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<th>Personal Qualities</th>
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<th>Desirable</th>
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<tr>
<td>● Demonstrable commitment to vision, values and principles of child rights in sport</td>
<td>● Persuading and influencing: charismatic, credible, with strong negotiating skills</td>
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<td>● Strong drive for results.</td>
<td>● Personal interest in sports</td>
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| Location          | ● Home based  
|                  | ● Permission to work in the country of location  
|                  | ● Have a suitable place of work which includes a stable internet connection.  |

**APPLICATION PROCESS**

1. **Deadline for application**: Wednesday 29\(^{th}\) July 2020 at 23:00 CEST (Geneva time).

2. **Interviews**:  
   Short-listed candidates will be notified and invited to interview by email no later than Friday 31\(^{st}\) July 2020. Only successful applicants will be notified.  
   Video interviews will be held on Thursday 6\(^{th}\) and Friday 7\(^{th}\) August 2020 by Zoom.

3. **Start date (ideally)**: From 15\(^{th}\) August 2020 (negotiable)

4. **Application instructions**: Please email your CV and cover letter with two referees to Claire Magras at recruitment@sporthumanrights.org. In your cover letter you **must address the above person specification** to show your suitability for this role, and indicate how many days per week you are applying for (the post can offer 4 or 5 days per week). Please also indicate where you saw the vacancy advertised. Any job offer will be subject to a clean police check and at least two satisfactory references for the successful candidate.

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