



TERMS OF REFERENCE

Job Title:	Mobilization consultant to facilitate the process of mainstreaming human rights-based approach in the initial training of social workers and other specialists in social field
Hiring Unit	UN Human Rights Office (OHCHR)
Contract type:	Individual Contract
Duration of assignment:	15 September 2021 – 20 April 2022 (up to 80 working days)
Deadline for applications:	31 August 2021

Background

The UN Human Rights Office (Office of the UN High Commissioner for Human Rights – OHCHR) represents the world's commitment to universal ideals of human dignity. It has a unique mandate from the international community to promote and protect all human rights.

The OHCHR field presence in Moldova, led by the Human Rights Adviser, assists the UN RC Office, UN Country Team in Moldova (UNCT), Government and civil society in strengthening human rights and human rights-based approach, working closely with the UN Country Team on capacity building and mainstreaming human rights in their work, as well as providing support in engagement with national actors on human rights, including advising national authorities upon request. Thematic priorities for the work of the Office are: (i) Strengthening rule of law and accountability for human rights violations; (ii) Enhancing equality and countering discrimination; (iii) Integrating human rights in sustainable development; (iv) Enhancing civic space and people's participation.

Starting from 2021 the HRA presence in Moldova jointly with UNFPA is implementing the project "Empowerment of Older Women and Women with Disabilities in Moldova" (2021-2022), implemented with the contribution of Swiss Development Cooperation (SDC) in the context of the UN Socio-Economic Response and Recovery Plan in Moldova. The main aim of the project is the empowerment and building of social resilience of older persons by fostering intergenerational dialogue with young people and improving their access to quality social services. It also aims at building the capacity of social professionals in applying a human rights-based approach in their work. As part of the OHCHR component of the project, the staff of the faculty of social assistance will be enabled to apply and transmit a human rights-based approach to and in their teaching, and trainers of the social assistance services

will have an increased knowledge on human rights and human rights based approach, which they will integrate in their trainings. The main partners of the project are National Agency for Social Assistance and Social Work Department of the Moldova State University. Two main results are envisaged: (1) Human rights are mainstreamed in the curriculum of the faculty of social work at the state university and (2) Human Rights training package drafted (off- and on-line) for staff of the National Agency for Social Assistance (NASA), as well as for all the specialist in the field of social work, including in the field of social services delivery.

Under the direct supervision of the Human Rights Adviser, in close collaboration with the Human Rights Officer and the lead Consultant to mainstream human rights-based approach to social work, the consultant will facilitate the process of work with the Social Work Department of Moldova State University. As part of the responsibility, the consultant will provide support in identification of the relevant courses to be evaluated and identification of the proper model for ensuring the human rights mainstreaming in the initial training of social workers. Besides this, the mobilization consultant will facilitate the process of consultation of the report on the analysis from human rights perspective of the educational courses and of the concept for mainstreaming the human rights-based approach in social work. The mobilization consultant will further provide support developing the necessary materials, consultation of the developed materials and organization of the capacity building training for the team of lectures of the Social Work Department of Moldova State University. The consultant will serve as a liaison between the Social Work Department of Moldova State University and OHCHR team and consultants and will advocate at the University level for ensuring the human rights mainstreaming in the initial training program of social workers and other specialists in social field.

Scope of Work, Duties and Responsibilities

The Consultant works under the direct supervision of the Human Rights Adviser, in close collaboration with the Human Rights Officer and the Lead consultant to mainstream human rights-based approach to social work. He/she will also work closely with staff of the Social Work Department of the Moldova State University for the effective achievement of expected results.

Under the present Terms of Reference, the Consultant will:

- a. Facilitate the process of access and analysis of the existing educational program that is being used by the Social Work Department of Moldova State University in the initial training of the social workers and assess the extent to which human rights have been and can be mainstreamed in the existing educational programme.

The consultant will provide support to the Lead Consultant and guide the process of evaluation of the existing curricula and materials and development of the concept of human rights mainstreaming in the initial training of social workers. The mobilization consultant will facilitate the discussion and consultations with lecturers and students, as well as the representatives of the National Social Assistance Agency.

- b. Provide support in developing the concept of mainstreaming human rights and the human rights-based approach to social work in the initial training of social workers. The

mobilization consultant will provide support to the lead consultant to mainstream the human rights-based approach in the initial training of social workers in identification of proper models of mainstreaming, ie either developing a separate course on human rights based approach to social work and/or mainstreaming human rights through the existing courses.

- c. Provide support and guidance in developing the set of educational curricula and materials/initial training package based on the established concept.
- d. Facilitate the conduct of consultation sessions/meetings with the representatives of Social Work Department and students. Facilitate the internal consultation within the university, before the extended consultation with the OHCHR team, NASA and other important stakeholders.
- e. Facilitate the process of conducting of at least 3 days training for lectures. Co-facilitate the training together with the Lead Consultant to mainstream human rights-based approach to social work and the OHCHR team.
- f. Contribute to adaptation and finalize the curricula and educational materials (training package), based on the feedback received during the lecturers' training.

Specific deliverables, expected workload and indicative timeframe for the above tasks are presented below:

Nr.	Deliverables expected	Expected Workload (workdays)	Indicative Timeframe
1.	Analysis of the existing educational curriculum facilitated and concept for mainstreaming the human rights-based approach to social work supported.	10 days	October 2021
2.	Meeting for presentation and consultation of the analysis and concept of mainstreaming the HRBA to social work conducted facilitated	3 days	November 2021
3.	Facilitate the individual sessions with the staff/lectures of the Social Work Department for discussing on the opportunities of integrating the human rights in the course they are teaching, with the staff of NASA, acting social workers and CSOs	10 days	October – November 2021
4.	Support in revision and consultation of the educational curriculum the staff of the Social Work Department provided	5 days	December 2021

5.	Guidance and support in developing the full content of the initial training package provided and the consultation process facilitated	20 days	end January – beginning of February 2022
6.	The staff of Social Work Department mobilized to participate to the training on human rights-based approach to social work developed.	3 days	February 2022
7.	At least 3 days training for lecturers on human rights and the HRBA to social assistance co-organized and co-facilitated	5 days	March 2022
8.	Support in review of the training programme and support materials provided	4 days	End March 2022
9.	The design of the training curricula and materials reviewed.	2 days	Middle April 2022
10.	Peer review of the in-service training program and materials developed within the project by the Consultant to mainstream human rights-based approach in the initial training of social workers and other specialists in social field	5 days	October 2021 – March 2022
11.	Regular planning and consultation meetings with the OHCHR staff and consultants conducted and participated in.	10 days	September 2021 – April 2022

The payments under these Terms of Reference will be made in two instalments, based on the submitted time-sheet and activity report.

Competencies

- Proven commitment to the core values of the United Nations, in particular, respect for differences of culture, gender, religion, ethnicity, nationality, language, age, HIV status, disability, sexual orientation, or other status;
- Displayed cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Accepted responsibility and accountability for the quality of the outcome of her/his decisions.

Job Knowledge/ In-depth knowledge of the subject-matter

- Excellent knowledge of the social assistance system and work in the Republic of Moldova;
- Sound knowledge and understanding of the process of developing the initial training program of social workers and other specialists in social field.

- Advanced knowledge of the national legal framework in the field of social protection, including social work.
- Knowledge of the international human rights standards is an asset.

Development and Operational Effectiveness

- Excellent communications and teamwork skills;
- Strong organizational skills;
- Ability and willingness to deploy to the field for missions
- Ability to engage with various partners and stakeholders at different levels;
- Proven performance in organizing and coordinating events or challenging inter-organizational activities;
- Ability to adapt flexibly to changing situations, overcomes obstacles and recovers quickly from set-backs;
- Proactive in seeking new and improved methods and systems for accomplishing the work of the unit;
- Ability to keep abreast of new developments in area of professional discipline and job knowledge and seeking to develop himself/herself professionally.

Required Skills and Experience

Education:

- University degree in social science, law, human rights or other relevant discipline;
- Master's degree/courses in human rights would be considered an advantage.

Experience:

- At least 7 years of professional experience at the national level in human rights work, social assistance work, sociology;
- At least 7 years of experience in conducting the initial training of social workers;
- Experience in conducting analysis and developing and providing capacity building programs for the specialists in the social field.

Language Requirements:

- Fluency in Romanian language; Fluency in Russian and English would be an asset;
- Knowledge of one or more relevant minority languages, including Bulgarian, Ukrainian or Romani, as well as sign language(s), will be a strong advantage.

Diversity Clause: Applicants from under-represented groups (persons with disabilities, Roma and other ethnic, linguistic or religious minorities, persons living with HIV, refugees and other noncitizens) will be given priority in case of equal qualification. OHCHR is committed to reasonably accommodate the working environment for the persons with disabilities.

Documents to be included in the proposal

Interested persons should submit the following documents:

1. Personal CV, including experience in similar assignments and contact details of at least 3 reference persons;
2. A methodological note explaining the approach to the tasks to be accomplished;
3. Financial proposal (lump sum and fee per day in USD, including local transportation, communication and other relevant costs).

The United Nations Organization is committed to diversity and inclusion. Women, persons from vulnerable groups, such as persons with disabilities, Roma and other ethnic, linguistic or religious minorities, persons living with HIV, refugees and other noncitizens legally entitled to work in the Republic of Moldova, as well as persons from other underrepresented groups are particularly encouraged to apply.