



Safeguarding Advisor- Job Description

War Child UK is seeking an experienced Safeguarding specialist to conduct investigations, develop policy and trainings, support Safeguarding coordinators in country offices, and work with staff and programmes across the organisation to mainstream and embed safe practices in all our activities. Reporting to the Head of Safeguarding, the Safeguarding Advisor role transforms the culture and understanding of safeguarding, PSEA, and how to keep children and communities safe in all of our programmes. The Safeguarding Team works closely with other the Programme Quality team and other stakeholders throughout the organisation and provides guidance and mentorship to in-country Safeguarding Coordinators. The position is based in UK with up to 40% travel to War Child UK countries.

If you share our values and believe that children’s lives should not be torn apart by war, we want to hear from you.

Team and Department:	Programmes Department	Contract Type:	Permanent
Place of Work:	This role is based in UK and will require regular visits to the office which is based in Kentish Town, London (NW5).	Working Hours:	Full-time is 37.5 hours. This role is open to flexible working including compressed hours, part-time hours, flexi-time
Reports to:	Head of Safeguarding	Salary:	circa £41,000 per annum, full-time equivalent

About us

War Child, the specialist charity for children affected by conflict. For more than two decades we’ve delivering high-impact programmes that are rebuilding lives across Afghanistan, Iraq, the Democratic Republic of Congo (DRC), Central African Republic and Yemen. We understand children’s needs, respect their rights, and put them at the centre of the solution - from reintegrating children formerly associated with armed groups and armed forces (CAAFAG) in the Central African Republic to reuniting children with their families in Afghanistan. **We look forward to a world in which the lives of children are no longer torn apart by war.** This is a vision that can only be realised through the collective actions of children themselves, communities and their leaders, organisations like War Child, governments and key decision makers.

Our values

<p style="text-align: center;">Bold</p> <p>We use our passion and creativity to deliver high quality evidence-based work designed to maximise our beneficial impact for children in conflict.</p>	<p style="text-align: center;">Accountable to children</p> <p>Children can rely on us to respond to their voices and to treat them with respect and dignity.</p>	<p style="text-align: center;">Transparent</p> <p>We expect to be held to account by our supporters and participants and we respond with openness and honesty.</p>	<p style="text-align: center;">Committed to each other</p> <p>We support each other to achieve ambitious goals and be the best we can be. We are honest and open, sharing our successes & confronting our challenges.</p>
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Our benefits

- **Flexible working** - we recognise the considerable benefits that flexible working can bring and are happy to discuss any possible flexible working options with our employees from hiring. For most roles, the following types of flexibility are usually possible: flexible hours, occasional working from home and compressed hours.
- **Annual leave** – 28 days per year (full-time) rising to 33 days with service, plus bank holidays
- **Pension** - all eligible employees automatically enrolled into a Group Personal Pension Plan with a 5% employer contribution, with minimum employee contribution on a salary sacrifice basis
- **Family leave** – we offer enhanced maternity, paternity, adoption & shared parental leave

- **Health & wellbeing** - employees may take advantage of a healthcare cash plan and a range of wellbeing initiatives and training. In addition, all employees have access to free, confidential one-to-one wellbeing consultations with trained counsellors.
- **Learning & development** - dedicated to the investment in learning and continuing professional development for all our employees
- Range of flexible benefits such a Cycle to Work scheme and season ticket loans.

How to apply

- Please download the application form here: <https://www.warchild.org.uk/who-we-are/jobs>
- Submit a completed application form and a recent copy of your CV to recruitment@warchild.org.uk by 11:59pm on 29/05/2022
- Due to limited resources, we will contact only the shortlisted candidates
- Interviews will be held shortly thereafter
- If you have any questions about reasonable adjustments before or during your application, we welcome the opportunity to talk about what we can do to fairly adapt our process for you. Please share what you're comfortable with to help us put the right support in place, by emailing recruitment@warchild.org.uk. Anything you tell us will be kept completely confidential by our HR team.
- We are unable to provide sponsorship for this post. In order to apply, you must be able to demonstrate your eligibility to work in UK where this role is based.

Contact information

To explore the post further or for any queries you may have, please contact: Alina Rosenfeld, Head of Safeguarding, alinar@warchild.org.uk . For general information about working for War Child please visit: <https://www.warchild.org.uk/who-we-are/careers>

Child safeguarding and Adults at Risk

Our work with children and at-risk adults to keep them safe is the most important thing we do. We are committed to the safeguarding of children and vulnerable adults in all areas of our work. We have **zero tolerance** for any behaviours and practices that puts children and/or vulnerable adults at risk of abuse and/or harm. All candidates selected for interview will be asked relevant child safeguarding question(s) during the selection interview. Successful applicants will be expected to be compliant with and sign up to our Child Safeguarding policy, our Code of Conduct and PSEA: Adults at Risk Policy. You can find the Child Safeguarding and Adults at Risk policy here: <https://www.warchild.org.uk/our-work/policies-and-reports/safeguarding>

Diversity and Inclusion

We value diversity and inclusion and are committed to ensuring that all our people and job applicants are treated fairly, irrespective of where, what or whom they were born, or of other characteristics. We want to offer a safe and inclusive workplace where all our people, especially those who are currently marginalised or underrepresented, can be themselves at work. You can read our Diversity and Inclusion policy on our website, and if you have any questions about our commitment to diversity and inclusion do get in touch: <https://www.warchild.org.uk/our-work/policies-and-reports/diversity-and-inclusion>

Pre-employment checks

Employment with War Child will be subject to the following checks prior to your start date:

- a satisfactory police record check to include a Disclosure and Barring Service (DBS) check and/or an International/National Criminal Record Check, and a clear vetting and Due Diligence check
- receipt of two professional satisfactory references

Safeguarding Advisor

Your role

The Safeguarding Advisor at WCUK supports the development and roll-out of policy, development of tools, strengthening capacity and learning, and improving measures to prevent sexual exploitation and abuse and child abuse across WCUK programmes. The Safeguarding Advisor will provide guidance and support to country-based safeguarding coordinators, and work with the Head of Safeguarding to develop innovative approaches to embed a safer culture. The Safeguarding Advisor will engage with external networks to ensure that WCUK operates in line with best practice and is at the forefront of safeguarding in the sector.

The Safeguarding advisor will work with colleagues in the UK and Country teams to ensure that WCUK programmes are safe for children and communities, identifying risks and mitigation strategies, investigating safeguarding allegations when required, and developing policies and procedures to strengthen systems within the organisation. The post holder must have a strong knowledge of safeguarding, PSEA, and child safeguarding.

Your responsibilities

- Provide advice, support and training to country leadership, staff, focal points and partners
- Support country Safeguarding coordinators to develop and deliver training, support and progress safeguarding action plans, map survivor support, engage with partners and other NGOs.
- Design and deliver effective strategies, projects, and tools for countering child abuse, sexual exploitation and abuse across WCUK.
- Work with key stakeholders to improve the effectiveness of sexual exploitation and abuse deterrence, prevention, detection and response in the organisation.
- Research and develop innovative approaches to countering sexual exploitation and abuse. Support the Head of Safeguarding to promote best practice across WCUK
- Lead independent investigations into allegations of child abuse, sexual harassment, sexual exploitation and sexual abuse in accordance with agreed WCUK procedures.
- Provide oversight to safeguarding coordinators conducting safeguarding investigations and support safeguarding coordinators to develop investigation skills.
- Communicate effectively with survivors, complainants/reporters, witnesses, subject of concerns and other internal and external stakeholders.
- Support safeguarding coordinators to develop networks in country to allow for an agile response in investigations and identify sources of GBV, PSEA, and Protection support.
- Responsible for creating a culture committed to the safeguarding of children, and adults and compliant to WCUK's Child Safeguarding and Adults at Risk policies

These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the role.

You are

- Experienced in conducting investigations into child abuse and sexual exploitation and abuse
- Knowledgeable about PSEA and child safeguarding
- Experienced working within an international context or with INGOs
- Experienced in delivering training and providing mentorship to colleagues.
- Interested in working to prevent sexual exploitation and abuse and working with survivors of sexual violence.
- Able to work collaboratively with a wide range of stakeholders and influence using a variety of different styles, considering cultural differences.
- Able and willing to travel globally, including to hardship environments and at short notice.
- Able to work with a high degree of confidentiality.

Your team

