

## **Terms of Reference: HFH/Haiti Safeguarding Consultant**

### **About Habitat for Humanity:**

Habitat for Humanity is a global nonprofit housing organization working in local communities across all 50 states in the U.S. and in approximately 70 countries. Habitat's vision is of a world where everyone has a decent place to live. Habitat works toward our vision by building strength, stability, and self-reliance in partnership with families in need of decent and affordable housing.

### **Background:**

Habitat for Humanity (HFH) began working in Haiti in 1984 to create access to decent homes for vulnerable families and based its first operations in the South, West, Centre, and North departments. Habitat for Humanity Haiti (HFHH) is a dual mandated organization focused on both meeting humanitarian needs and sustainable development work. HFHH does this by helping low-income families gain access to decent housing and accompanying them along their pathways to permanent housing while building a culture of risk prevention across Haitian communities. Since 2010, HFHH's program has been responding to the urgent humanitarian needs of disaster-affected populations and has served over 70,000 families through a variety of housing settlement, NFI and shelter, basic community infrastructures (vector control through eliminating standing water/drainage, street lighting etc.), WASH, construction of temporary and permanent core houses, and collective shelter upgrading across the departments of Grand'Anse, Nippes, South and Northwest.

**Context:** Sexual Exploitation, Abuse and Harassment (SEAH), physical abuse and trafficking by aid and development workers and aid agency representatives is occurring within the humanitarian and development sectors. For Habitat, nothing is more important than the welfare of our beneficiaries, volunteers, staff, and the communities we serve. Habitat takes its responsibilities within safeguarding seriously and is committed to "preventing and responding to harm caused by physical or sexual abuse or exploitation, harassment, or bullying of the people in the communities we serve (especially vulnerable adults and children) and also the people who we work or partner with." Habitat sees safeguarding as the responsibility of all our staff and representatives and continuously seeks to reinforce it as a foundational part of our cultural values of Courage, Humility and Accountability.

### **Consultancy Summary:**

The Safeguarding Consultant will be responsible for providing guidance and capacity strengthening in safeguarding to Habitat for Humanity Haiti. The consultancy will play a key role in integrating Habitat/Haiti's current programmatic approach to safeguarding in a complex emergency context.

### **Key Responsibilities:**

- Review of the GAP assessment of current safeguarding practices and procedures.
- Develop a safeguarding operational risk analysis, identifying major gaps/risks.
- Develop a safeguarding action plan that mitigates those risks/gaps and is aligned with Habitat's safeguarding standards.
- Adapt and contextualize existing training materials, tools, and templates.
- Conduct safeguarding trainings and workshops to staff.
- Provide coaching to the safeguarding focal point and key team members, so that they are equipped to strengthen safeguarding measures within the organization.
- Support the integration of safe programming considerations in HFHH operations.

**Key deliverables:**

- Consultation report including recommendations.
- Methodology
- Action plan
- Training materials

**Education and Experience**

Required Languages – French, Creole, Fluency in English is a plus.

**Qualifications**

- At least, bachelor's degree in social work, Development, Project Management, Organizational Development, or Public Administration.
- Minimum of three years relevant work experience with progressive responsibilities, ideally with an international NGO, with minimum of two years relevant field-based experience in safeguarding or protection.
- Knowledge of technical principles and concepts in safeguarding or protection. General knowledge of other related disciplines to ensure proper cross-sectoral approach.
- Experience in project design and proposal development.
- Knowledge of capacity strengthening best practices.

**Expressions of Interest should be sent by November 12, 2023, to:**

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