**Terms of Reference**

**Protection from Sexual Exploitation and Abuse and Sexual Harassment (PSEASH) Consultant**

RET is fully committed to its vision of providing a trusted, respectful, and inclusive environment where the people we serve and those who work for the organization feel safe, heard, equipped and empowered to speak up for themselves and others and to take robust and visible action, as appropriate, to eradicate SEASH. SEASH must not be tolerated; they are an unacceptable breach of the fundamental rights of the people RET serves and of those with whom we work as well as a deep betrayal of RET´s core values.

RET has a structure in place to prevent from any behaviour linked to SEASH and related policies and procedures to articulate RET policy concerning SEASH as well as the steps to be taken when sexual exploitation, abuse, and or harassment of beneficiaries, recipients of services, or employed staff, is suspected and when that abuse is allegedly perpetrated by or against a member of RET staff. These policies and procedures follow the spirit of the United Nations General Secretary Bulletin on Special measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13), the six core principles established by the IASC (Inter-Agency Standing Committee) Task Force on Protection from Sexual Exploitation and Abuse, the Statement of Commitment on Eliminating Sexual Exploitation and Abuse by UN and non-UN personal, and the RET Code of Conduct.

The PSEASH Expert will

* Contribute to efforts to strengthen RET’s existing capacity to prevent and respond to PSEASH.
* Review and improve RET’s existing Policies and Procedures for PSEASH, Accountability to Affected Population, Child Safeguarding Policy and Beneficiary Feedback and Complaint Mechanisms.
* Make recommendations for RET on that PSEASH sensitive programming are integrated across all sectors of RET’s Areas of Interventions.
* Develop a training of trainers module for PSEASH focal points and institutional training program for RET Staff for the continuation of the training programs on PSEASH.
* Carry out capacity building training of RET Management and PSEASH focal points in the country offices.

**Expected deliverables at the end of the contact:**

* Improve RET’s existing PSEASH related Policies (PSEASH Action Plan, Accountability to Affected Populations, Child Safeguarding Policy, Beneficiary Feedback and Complaint Mechanism).
* Training of Trainers modules for PSEASH focal points.
* Reports for training of trainers sessions conducted.
* Training modules for RET staff which will be conducted by PSEASH focal points.

**Qualifications**

* 10 years of relevant professional experience in the field of sexual exploitation and abuse, sexual harassment, gender-based violence and gender mainstreaming in humanitarian, peace, transitional aid and development context.
* Familiarity with the latest developments in international networks, clusters and working groups on PSEASH response.
* Experience in developing training programs and conducting trainings in the online settings.
* Excellent verbal and written communication skills in English, French and/or Spanish is desirable.

**How to apply**

Consultants are expected to submit written proposals for the work described in the above Job Description.

The proposal package should have the following documents in English;

* A CV and a letter demonstrating the experience in the field of assignment;
* Work Plan on the Terms of Reference;
* The approach and methodology to reach the goals in the Work Plan to be explained and
* The amount to be charged for each activity in the Work Plan in English.

The proposals should be submitted to recruitment@theret.org no later than January 10th 2022. Shortlisted candidates will be invited to the interviews.