

Junior Expert (JE) Job description

I. DESCRIPTIVE PART OF THE JOB

Application date	10 October 2022
Job title	Junior Expert Inclusion: Disability
Junior Expert	<input checked="" type="checkbox"/> European <input type="checkbox"/> National
Main job domain (sector of activity)	Human Rights- Youth Protection and Civic Engagement
Job holder (name of JE) <i>(to be filled in after the selection of JE)</i>	
Job holder's (JE's) Signature + date <i>(to be filled in after the selection of JE)</i>	

General information			
Enabel or NGA Project/programme	<input checked="" type="checkbox"/> Enabel	If Enabel: Navision code	PSE22002
	<input type="checkbox"/> NGA	If NGA: NGA name	
Full denomination of the project/programme	Palestinian Youth Protection and Civic Engagement		
Project/programme 's location	Palestine: West Bank including East Jerusalem and Gaza Strip		
Duty station of supervisor	Palestine: Ramallah City	Duty station of JE	Palestine: Ramallah City
JE will be assigned to	<input checked="" type="checkbox"/> Project/programme		<input type="checkbox"/> Representation (Enabel)/Country Office (NGA)
Project duration <i>(dd/mm/yy)</i>	Start date:	01/06/2023	Expected starting date for the job <i>(dd/mm/yy):</i> 01 February 2023
	End date:	31/12/2026	
Requested JE contract duration	<input type="checkbox"/> 1 year		<input checked="" type="checkbox"/> 1 year with possible extension

<p>1. Context of project 2. Objectives of project 3. Beneficiaries of project 4. Main activities of project</p>	<p>The JE will support the second intervention of Enabel's 2022-2026 Portfolio for Palestine, i.e., "Youth protection and Civic Engagement". The portfolio aims at empowering youth in an environmentally sustainable Palestine.</p> <p>The aim of this intervention is that "Young Palestinian women and men have better access to quality mental health and sexual and reproductive health services and information, their protection and well-being are enhanced, and they are empowered to claim their rights and actively engage in their community." This will be pursued through a cross-cutting community-based approach and direct engagement with young Palestinians with a view to creating an environment that enables their well-being and participation, both inside and outside of the private sphere.</p> <p>This intervention has three strategic results as follows:</p> <ol style="list-style-type: none"> 1. Result 1 - Youth human rights are promoted and their opportunities for civic engagement are increased Under this result, opportunities will be provided for young people to participate, exercise their human rights, including their digital rights, while enhancing their capacity to protect themselves, especially online. 2. Result 2 - Enhanced protection from GBV and access to quality sexual & reproductive health and rights among youth This result aims at improving youth access to sexual and reproductive health and rights as well as GBV prevention and response among through widely sharing adequate and age-appropriate information, strengthening GBV multisectoral (digital) services and referrals, supporting GBV and mental health screening in perinatal care and ensuring proper coordination among service providers. 3. Result 3 - Improved mental health and well-being of young people and their caregivers This result will aim at enhancing the mental health and well-being of young people by reducing stigma and inducing demand through awareness; training of health staff on youth mental health, providing better access to specialized services and care for youth caregivers.
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Position of the JE within the organisation	
<p><i>The JE depends hierarchically on the supervisor (N+1). Besides the supervisor, one or more resource persons for technical support of the JE may be appointed in case the supervisor does not have the same technical background as the JE. If this person is already identified, please indicate below.</i></p>	
<p><u>Supervisor's name, job title & background</u></p>	<p>Hani Aldeek; Intervention Manager for "Youth protection and Civic Engagement".</p> <p><i>Hani has over 20 years of experience in the field of human rights and protection. He joined the International Committee of the Red Cross as a protection officer in Palestine and later as a communication delegate in Sudan from 2002 to 2007. He then joined the United Nations Office of the High Commissioner for Human Rights (OHCHR) as a Human Rights Officer from 2007 to 2017. With OHCHR, he was also acted as a regional trainer on different human rights topics in the MENA Region for various groups of human rights defenders in the MENA Region. Hani then joined UNICEF team in East Jerusalem and managed a child protection intervention in the period from 2017 to 2022. In June 2022, Hani joined Enabel team to manage the second intervention of Enabel's 2022-2026 new Portfolio.</i></p>

Resource person(s) for technical support's name, job title & background	
For Enabel JE, the follow-up will be assured by a Junior Programme Project Officer.	

JE – Job description
Job objective
<i>Explain in one concise sentence the purpose of the job. What real need does this job fulfil? What's the added value of the job?</i>
<p>Support the IM and the team of the second intervention of the portfolio in ensuring that physical disability inclusion is placed at the heart of the intervention through strengthening physical disability mainstreaming in the various partnerships, reducing inequalities due to different types of physical disability, supporting specific groups of final beneficiaries, enhancing meaningful participation of people with physical disabilities, and strengthening disability-inclusive development.</p> <p>Some more information on disability in Palestine: according to the Palestinian Central Bureau of Statistics report of 2017, the total persons with mobility disability between 15-29 years old in Palestine amount to 7,424 persons (including 5,218 males, and 2,206 females). These figures are based on the narrow definition of disability. For the wide definition, these figures might be double to triple.</p>

Result area n°1		Time in %:	70%
JE's role	Increase Enabel's systematic engagement towards disability inclusion.		
JE's responsibility	Help the second intervention team to have their projects and activities become more inclusive and responsive to physical disability.		
In order to ...	<ol style="list-style-type: none"> 1. Support projects of the second intervention of Palestine portfolio to be disability inclusive development projects. 2. increase access for vulnerable groups of people with disabilities in Palestine. 		

Most important tasks	<ul style="list-style-type: none"> - Contributes to developing Enabel's basic disability inclusion policy and plan of action at the country level. - Develops training resource materials, technical guides, and checklists for disability mainstreaming in various projects. - Offers guidance to Enabel's team and provides them with timely advice on disability inclusion in programming. - Provides input to relevant sections of Enabel's different products such as reports, talking points, briefings, articles, presentations, social media posts, research, surveys, evaluations ...etc. - Reviews and provide inputs to documents including proposals and reports submitted by implementing partners to ensure they are disability inclusive and sensitive. - Works closely with MEAL team to ensure reporting systems against discrimination linked to physical disability are in place and functioning. - Works closely with Communication team to assist in developing media ad awareness materials including social media to raise awareness mainly of portfolio implementing partners and beneficiaries on physical disability inclusion. - Participates in Enabel's internal meetings and activities to support collaboration in the field of inclusion. - Conduct field visits to partner organizations - Develop a capacity building plan on inclusion for the partner institutions/ organizations.
Expected outputs	<ul style="list-style-type: none"> • Enhanced knowledge and skills of Enabel team in the field of disability inclusion. • Enabel has an action plan and check list on disability inclusion. • Timely inputs related to inclusion are provided to all necessary documents. • Complaints against incidents of discrimination inequalities are systematically tackled. • Rights of youth, and women with disabilities advanced. • Enhanced inclusion of vulnerable youth, and women including those with disabilities in different levels of programming.

Result area n°2		Time in %	15%
JE's role	Promote partnership and enhance networking with partners and stakeholders in the field of disability inclusion.		
JE's responsibility	Strengthen strategic engagement of Enabel with other stakeholders on issues relating to disability inclusion.		
In order to ...	Ensure Enabel is well represented in various platforms where issues relating to disability inclusion are of concern.		

Most important tasks	<ul style="list-style-type: none"> • Supports Enabel's partners implementing the second intervention on physical disability integration into their projects, and how to develop disability workplans. • Encourage organizations of youth/women with disabilities to take part in the planning, monitoring, and implementation of Enabel's programs. • Supports organizing meetings and events related to disability inclusion. • Assists in preparing training and other capacity building initiatives about disability inclusion to Enabel's different partners. • Orients implementing partners on existing disability guidelines, manuals, and policies. • Participates in stakeholder joint activities and planning meetings focusing on disability mainstreaming in programming.
Expected outputs	<ul style="list-style-type: none"> • Enabel network with relevant stakeholders is enhanced. • Quality training and capacity building initiatives are delivered to Enabel's partners. • Projects of Enabel's implementing partners are more disability inclusive.

Result area n°3		Time in %:	10%
JE's role	Inclusion Information & Knowledge coordinator		
JE's responsibility	Documents, reports and coordinates knowledge and information about disability inclusion related activities at Enabel- Palestine.		
In order to ...	Maintain Enabel's efforts in the field of disability inclusion; ensure quality and process control; avoid future duplication of work.		
Most important tasks	<ul style="list-style-type: none"> • Supports the integration of disability inclusion indicators into MEAL templates. • Ensures disability specific data is obtained and available for analysis. • Supports MEAL team in data collection. • Supports MEAL team in documenting evidence of impact of mainstreaming disability into programs, and success stories and best practices to promote learning. • Documents knowledge. Manages information and shares best practices and lessons learnt on disability mainstreaming. • Contributes to various reports requiring technical input on inclusion. 		
Expected outputs	Knowledge and information on Enabel's work related to disability inclusion is rightly documented and saved.		

Result area n°4		Time in %:	5%
JE's role	As a Junior Expert		
JE's responsibility	In consultation with the Junior Programme, take initiatives and/or respond to requests for global citizenship actions.		
In order to ...	raise awareness of global citizenship among the Belgian population		
Most important tasks	<ul style="list-style-type: none"> ○ Suggests and implements own initiative to make certain aspects of global citizenship known to the Belgian public (podcast, video, action, event...) ○ Support to an already existing initiative in the field of global citizenship (e.g., of Enabel, a Belgian or local NGO,) ○ Any other global citizenship activity requested or approved by the Junior Programme. 		
Expected outputs	<ul style="list-style-type: none"> ○ 1 global citizenship initiative finalised and/or supported per year ○ Possibly other individual awareness-raising activities (e.g., photo exhibition, video, educational kit, games, testimonies, ...) 		

Besides these tasks mentioned above in the result areas, we can ask the JE, depending on the needs of the Junior Programme, to accomplish any other tasks that might be considered necessary for the correct functioning of the programme and that are in line with his/her profile.

JE's contribution to the Junior Programme priorities	
Innovation	
<i>What space does the function offer for experimenting with innovative tools/approaches? E.g.: action research, testing & roll-out of new technologies, etc.</i>	
JE's role	Innovative Inclusion Expert
JE's responsibility	Intertwin disability inclusion with innovation
In order to ...	Introduces innovative physical disability inclusion into Enabel's second intervention of the new portfolio.
Most important tasks	<ul style="list-style-type: none"> ▪ Suggests innovative tools that empower vulnerable youth including women and girls and youth with disabilities, facilitate and increase their access to services, activities and opportunities supported by Enabel in Palestine. ▪ Ensures that risks of bias, human rights violations, discrimination, and misuse that might be introduced by new technologies against vulnerable youth with disabilities are all tackled. ▪ Documents and promotes innovations that are created by vulnerable youth including women, girls, and youth with disabilities.
Expected outputs	<ul style="list-style-type: none"> ▪ Vulnerable youth innovators with disabilities are promoted. ▪ Innovative tools are introduced. ▪ Risks by new technologies are challenged.

Capacity building	
<i>How will the JE contribute to the capacity building of the local partners, of the hosting partner team, etc? Will (s)he have the possibility to work in pairs with a young local professional?</i>	
JE's role	Trainer and Capacity building focal point for disability inclusion
JE's responsibility	Develop the capacities of local partners' teams
In order to ...	deepen their practical understanding on concepts of disability mainstreaming in programming.
Most important tasks	<ul style="list-style-type: none"> ▪ Acts as a resource person for implementing partners on disability inclusion work. ▪ Develops implementing partners' capacities and respond to their needs relevant to inclusion. ▪ Ensures up-to-date information regarding substantive matters of inclusion are shared with local partners. ▪ Facilitates/provides training sessions to implementing partners upon request. ▪ Shares information on existing tools to facilitate disability mainstreaming in programming.
Expected outputs	<ul style="list-style-type: none"> ▪ Local implementing partners are capacitated to mainstream disability inclusion in programs.

Requested profile			
Required training/degree for the job > Remark: will be eliminatory on CV for the candidates. Be complete & specific, please.	<input type="checkbox"/> Agronomy/ Bio-engineer <input type="checkbox"/> Biology/ Environment <input type="checkbox"/> Geography <input type="checkbox"/> Civil/industrial/ electrical engineer/ Architect <input type="checkbox"/> ICT/NTIC <input type="checkbox"/> Mathematics/ Exact sciences <input type="checkbox"/> Law/Criminology	<input type="checkbox"/> Political sciences/ International relations/ Diplomacy <input type="checkbox"/> Sociology/ Anthropology/Social work <input type="checkbox"/> Psychology <input type="checkbox"/> History/Philosophy/ Art/Religion <input type="checkbox"/> Educational sciences <input type="checkbox"/> Human resources /Organizational development	<input type="checkbox"/> Economy/Commercial engineer/Marketing <input type="checkbox"/> Communication/Public relations/Journalism <input type="checkbox"/> Languages/Philology /Translator <input type="checkbox"/> (Bio/Para) medical sciences <input type="checkbox"/> Public health <input type="checkbox"/> Development studies <input type="checkbox"/> All profiles <input checked="" type="checkbox"/> Others and/or details (if needed): ...
Necessary specific knowledge for the job > Remark: will be eliminatory on CV for the candidates.	Experience in working/living with disabled persons (min. 6 months) ! Position only open for Belgian citizen because of the need of a Belgian diplomatic passport to work in the Palestinian territories		
Language skills > Indicate which language skills are essential or preferable for the job with possible comments on the expected level of knowledge and/or an argumentation.	Languages	Knowledge	Comments
	English	<input checked="" type="checkbox"/> Essential <input type="checkbox"/> Preferable	
	Arabic	<input type="checkbox"/> Essential <input checked="" type="checkbox"/> Preferable	This is not essential, but (notions of) Arabic is considered an asset
	French	<input checked="" type="checkbox"/> Essential <input type="checkbox"/> Preferable	Basic knowledge (level A2)
	Dutch	<input checked="" type="checkbox"/> Essential <input type="checkbox"/> Preferable	Basic knowledge (level A2)
Preferred assets for the job > Remark: will <u>not</u> be eliminatory on CV for the candidates.	<ul style="list-style-type: none"> • Holds a professional degree ideally in the field of human rights, law, disability, or social sciences. • Working experience in the field of disability integration into programming. • Excellent cross-cultural and interpersonal skills. • Knowledge of proposal development and project cycle management. • Capacity development/training experience. • Understanding of development and human Rights in the Palestinian context. • Good experience in working with data and research. • Ability to work in multidisciplinary and multicultural teams. • Very good analytical and writing skills. • Has a strong affinity with and easily use various digital tools and new technologies. 		
Driver's licence for motorcycle & car	Motorcycle	<input type="checkbox"/> Essential <input type="checkbox"/> Preferable	Car
			<input type="checkbox"/> Essential <input checked="" type="checkbox"/> Preferable

Country context information	
Living conditions	
Capital / rural area	Ramallah City
Security context	Rather safe since several years. Real-time security messages from UN give advice on which zones may be troubled (demonstrations, police operations, etc.)
Access to services	Similar access to services as in Belgium (high-speed internet, good medical facilities, and services).

Isolation / social life	The JE will live in Jerusalem where there is a multicultural city life with a variety of activities (sport clubs, cultural activities, cinemas, libraries, museums, restaurants, bars, and nightlife). In other large cities of Palestine like Ramallah City, there is a similar vibrant social life. On the countryside or in more remote areas, there are a lot of options to do in-country trips to enjoy nature (hiking/trekking, biking, nature walks etc.).
Location suited for families (with children)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Other useful observations?	<p>The Junior Expert will live in Jerusalem, with plenty of activities (sports, culture, social life) and easy access to the rest of the country/territories with public transport or by car.</p> <ul style="list-style-type: none"> Given the high cost of living in Jerusalem, the most comfortable and affordable option is co-housing. Previous juniors were living within walking distance from the Jerusalem office. Accommodation is easy to find through social media (facebook groups) and the colleagues will be happy to help with finding a place to live.
Work context & conditions	
Work location	Ramallah City
Field exposure? <i>(Direct contact with beneficiaries & local reality, frequency field missions...)</i>	<ul style="list-style-type: none"> Direct contact with beneficiaries & local reality. Field missions in the West Bank including East Jerusalem upon need and as decided by the IM. Few field missions to Gaza Strip are also possible upon clearance of the Resident Representative.
Accessibility of the supervisor	Same office as supervisor
Teamwork / isolated work	100% teamwork
What transport arrangements will the project consider in order to insure the JE's professional travels/journeys?	<input type="checkbox"/> Motorcycle from the project at disposal of the JE
	<input checked="" type="checkbox"/> Borrow a car belonging to the project/programme when required
	<input type="checkbox"/> Local transport? What? cars
	<input type="checkbox"/> Other, please specify:
What transport arrangements will the JE consider in order to ensure his/her private travels/journeys?	<input type="checkbox"/> Motorcycle
	<input type="checkbox"/> Car
	<input checked="" type="checkbox"/> Local transport: Walking, Bus, Tram in Jerusalem, Taxi, Bicycle.
	<input type="checkbox"/> Other, please specify:
Other useful observations?	<ul style="list-style-type: none"> Travel and transport for work: project car will be used for professional travels and activities in the field. Transport between two duty stations (Jerusalem and Ramallah) will be ensured by the office on a daily basis. Jerusalem has plenty of options for safe local transport (within Jerusalem or to other cities). Possible to move around in Jerusalem city by (electric) bike. In Ramallah, the office will provide a car and a driver for field missions inside and/or outside the city.