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| **TITLE:**  Safeguarding Behavioral Science Specialist | | |
| **TEAM/PROGRAMME:**  SCI Safeguarding Team  (Dotted line to: CUBIC, the Save the Children centre for behavioural insights) | **LOCATION:** London, UK or any existing Save the Children International Regional or Country office worldwide. | |
| **GRADE**: C, Mid-Senior Level | **CONTRACT LENGTH:** 1 year (with outlook on permant position after 1 year) | |
| **CHILD SAFEGUARDING:**  Level 3: the post holder will have contact with children and/or young people either frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff. | | |
| **ROLE PURPOSE:**  **Context –** Save the Children is leading Child Rights organisation.Making Save the Children safe for children and adults in the community is a global strategic objective for the entire organisation. Save the Children International (“SCI”) reaches 40+ million across 5 regional offices (“RO”) and 56 Country Offices (“CO”) throught the collective effort of 17.000 staff, ca. 30.000 volunteers and +1.000 parters.  Our mission is to serve the most marginalised communities in the world. The safeguarding team exists to ensure that the organisation has effective prevention and response systems to ensure that no child or adult is harmed by action or in-action by the organisation or its representatives. SCI has had effective safeugarding systems, but is keen to innovate its practice through behavioural science. SCI's safeguarding approach is based upon four pillars: Awareness, Prevention, Reporting and Response.  This newly created role will be instrumental in creating a step-change in how we do safeguarding. An exciting opportunity to lead the next frontier of our safeguarding practice, and have impact on a global scale.  **The objectives of this Role** – Safeguarding Behavioral Science Specialist is to use behavioral science to identify behaviors that either cause harm or fail to prevent harm, and to design and test inteventions to change these behaviours. Target behaviors could be physical punishment by teachers, failure to do effective risk assessments by staff, or non-reporting of policy breaches.  The role is initially for 1 year to demonstrate the effectiveness of the approach, with an outlook of permant employment after the 1st year. The role can be based anywhere in the world as long as it is in a country where save the children operates, and can be home based. | | |
| **SCOPE OF THE ROLE:**  **Reports to:** Regional Safeguarding Director for East and Southern Africa (ESA) (Carly McCusker), as a shared service for all regions  **Dotted line to**: CUBIC, the Save the Children centre for behavioural insights  **Staff directly reporting to this post:** none  **Staff indirectly reporting to this post**: none, but post will work extensively with regional and country offices to test interventions.  **Role Dimension**:  The role will become part of the Global/Regional Safeguarding team that has 16 team members spread across 13 countries and all five SCI regions. The team works closely with all departments in SCI (HR, Programme Design, Operations, etc.) and specifically with 100+ safeguarding specialists that are based across 56 country offices. The role has a global remit and will therefore require strong remote communication and collaboration skills and cultural sensitivity.  The role will get functional support through a dotted line with CUBIC, which currently includes 13 team members based in North America, Africa, Europe and Asia. | | |
| **KEY AREAS OF ACCOUNTABILITY :**  The Safeguarding Behavioral Science Specialist will:   1. **Facilitate development of longlist of target behaviors.** This includes leading desk research activities, workshops with country and regional office staff and other stakeholders, working with regional office staff to conduct primary “on the ground” formative research activities (where travel is possible and appropriate) and secondary research and guiding the analysis of large datasets to isolate frequently occurring incidents and underlying behaviors. 2. **Facilitate shortlisting** **of** **target behaviors.** Define criteria to prioritise the longlist into a shortlist of target behaviors in the order of which we want to address them. Criteria to include severity of impact of the behaviour on survivors, frequency that the behaviors lead to incidents (or allow incidents to happen), feasibility of changing behaviour, and expected effectiveness of behavioural intervention. Shortlisting will done in cooperation with line manager and Global Safeguarding Director and could include workshops with the team. 3. **Design and lead formative research in specific countries to understand the barriers and enablers to target behaviors in those specific contexts.** This will be done in collaboration with country offices. Qualitative data analysis will be required following to determine key insights from community members and key informants. 4. **Design, implement, and evaluate behaviorally informed interventions.** This will involve supporting the development of behavioral science informed solutions as well as trial protocols and working with country office staff to design and implement experiments that balance rigor with practical considerations. He/she will determine which evaluation method is most appropriate (e.g., RCT, matched controlled trial, A/B test), conduct power analyses and randomization, and determine outcome measures and how data will be collected. 5. **Lead pilot projects in collaboration with regional safeguarding specialists and country office staff** to design, implement and evaluate behaviorally informed interventions. He/she will coordinate regularly with country office staff to trouble shoot and make sure projects and trials are on track from beginning to end in close cooperation. The regional safeguarding team will support in project management. He/she will evaluate the behaviorally informed interventions and write results for both technical and non-technical audiences. 6. **Optimise design of successful pilots and prepare hand-over to the broader safeguarding team for global implementation.** | | |
| **BEHAVIOURS (Values in Practice**)  **Accountability:**   * Holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved   **Ambition:**   * Sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same * Future orientated, thinks strategically and on a global scale   **Collaboration:**   * Builds and maintains effective relationships, with their team, colleagues, Save the Children Members, external partners and supporters * Values diversity and gender, sees it as a source of competitive strength   **Creativity:**   * Develops and encourages new and innovative solutions * Willing to take disciplined risks   **Integrity:**   * Honest, encourages openness and transparency; demonstrates highest levels of integrity | | |
| **QUALIFICATIONS**   * Master’s degree in Behavioral Science, Social Psychology, Economics, Public Policy, Neuroscience, Public Health or a related field * Previous research and work experience in a related field, including working experince in applied behavioral science projects, with a preference for candidates with experience in developing contexts | | |
| **EXPERIENCE AND SKILLS**   * Demonstrated experience and expertise designing, implementing, and analyzing randomized field experiments in developing countries. * Strong qualitative analysis or mixed methods for social research skills, including demonstrated knowledge of and experience working with data analysis software such as NVivo, ATLAS.ti * Strong proficiency in quantitative analysis and sofrware such as STATA, R or similar. * Flexible, self-motivated, able to manage multiple tasks, team members, and projects efficiently. * Ability to succeed, detailed oriented, drive projects, and collaborate via a remote working structure. * Excellent management, organizational, interpersonal and leadership skills. * Fluency and excellent communication and writing skills with a mastery of English. Knowledge of an additional language such as Spanish, French or Arabic is preferred but not required. * Role requires affinity with child protection or child safeguarding, but no previous experience in these fields. * Preferably: previous publications involving behavioral science or related topics | | |
| **Additional job responsibilities:**   1. **Support country office trainings, particularly sessions focused on formative research, experiments, and trials.** These workshops involve both an introduction to behavioral science, as well as hands-on design sessions to develop the prioritized approaches for testing. 2. **Draft reports, case studies, training materials, presentations and possibly academic papers** to promote results of trials and advise on potential scale up. 3. Contribute to team development by **pro-actively initiating capacity building for team members on topics of expertise** 4. Explore collaboration with external (academic) research institutions for pro-bono cooperation 5. **Support wider safeguarding practice with insights from behavioral science**, for example to optimise effectiveness of communications or policy design. (Activity to be ad-hoc and capped at max 5% of time).   The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. | | |
| **Equal Opportunities**  The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures. | | |
| **Safeguarding:**  We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse. | | |
| **Health and Safety**  The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. | | |
| **JD written by: Albert den Boogert** | | **Date: 10.10.2022** |
| **JD agreed by:** | | **Date:** |
| **Updated By: Carly McCusker** | | **Date: 14.10.2022** |
| **Evaluated:** | | **Date:** |