

**Child Protection Manager
Manager (Full Time: Berlin: 37 hours)**

The Child Protection Manager (CPM) will focus on implementation of Child Protection Protocols (CPP) across the organization. The CPM makes use of innovative curriculum development, instruction methods and assessment tools to improve organizational understanding of CPP and to improve the organization's ability to respond to the social-emotional needs of its beneficiaries. The CPM works closely with the Director team, Programs Management team and national General Managers to implement policy assessments and improvements. The position's key focus area is promoting child protection and social-emotional support throughout the organization's programs, locations and departments.

This is a full-time position of 37 hours per week based at Skateistan's headquarters in Berlin, Germany - with a competitive salary, annual travel to project sites and generous holiday allowance.

Core Responsibilities:

Program Development

- Work with the Programs team to update existing Skateistan child protection policies and resources using Skateistan's communication platforms
- Lead development of additional policies, guidelines, systems, and tools where needed
- Support the Programs team with integrating child trauma awareness and psychological support into core programs, including the use of art therapy, debriefing, and structured self-reflection
- Work with the Programs Manager to ensure the organization's skateboarding and other athletic programs are safe, meaningful, and suitably challenging for students
- Support GMs and Programs team with implementation of procedures and improved reporting of Child Protection incidents
- Conduct analysis of child protection incidents, make recommendations to Skateistan, and track progress
- Develop and maintain national and international partnerships that strengthen the organization's ability to meet the emotional needs of students
- Work with Directors and the Programs Management teams to align Skateistan's policies with the Core Humanitarian Standard on Quality and Accountability (CHS) and relevant international standards, especially pertaining to protection
- Work closely with the monitoring, evaluation, and learning (MEL) Manager to assess the state of child protection and child well being across the organization's programs and locations, and improve the state of CPP based on learnings
- Conduct research on local needs and trends in the development sector around child protection

SKATEISTAN INTERNATIONAL

Oppelner Straße 29
10997 Berlin
Germany

CONTACT

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info@skateistan.org
www.skateistan.org

BANK

Commerzbank
Potsdamer Straße 125
10783 Berlin
Germany

Account Name: Skateistan gGmbH
IBAN: DE14 1004 0000 0138 0682 00
BIC/SWIFT Code: COBADEFFXXX

- Collaborate with the Communications team to engage in child rights advocacy nationally and internationally where opportunities exist within the organization's scope and mission

Team Support and Training

- Promote awareness of child protection procedures throughout the organization
- Work with GMs and international Programs team to develop and coordinate consistent child protection trainings for all staff and students
- Update and deliver international child rights and child protection trainings at least 2 times per year
- Develop and maintain national and international partnerships and referral network to strengthen the organization's ability to meet the emotional needs of students and staff
- Work with GMs to establish and maintain a referral network for providing professional psychological, social and emotional support for staff and students
- Develop and support ongoing training of Community Educators at Skateistan Schools (responsible for student registration, liaising with families, local case management)

Essential Skills and Qualifications:

Minimum Academic qualifications

- Bachelor of Social Work, Education, International Development, Child Psychology, or a related field
- Certificate or equivalent in Art Therapy, Child Rights, or Child Protection

Professional qualifications & experience

- Minimum 3 years of child protection programming experience with an international NGO
- Proven experience in building and implementing strong child protection systems
- 3 years management experience in a supervisory role
- 3 years experience delivering or administering child & youth development or education programs
- 3 years working in diverse cultural or socio-economic contexts
- At least 2 years working directly with clients in a support or counseling capacity
- At least 1 year experience working in a developing country
- Previous experience developing, implementing and monitoring a child protection protocol at the national and international levels

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- Experience with capacity building, including training of trainers, adult learning approaches, and remote capacity building

Competencies and Knowledge

- Sound knowledge of theories in the field of 'Sports & Development' and 'International Development'
- Familiar with gender and rights, women's empowerment, feminist issues and/or anti-oppression work, either from studies or in a professional context
- Knowledgeable and passionate about skateboarding and youth culture
- Excellent interpersonal skills; ability to establish and maintain effective working relations with people in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity
- Excellent English, both written and spoken
- Proficiency in other languages desirable (Dari, Pashto, Khmer, Zulu, Xhosa, etc.)
- Proficient computer skills using G Suite, Slack, MS Office, and presentation software such as Prezi, PowToon
- Experience developing engaging visual and written training materials
- Ability to handle high-stress situations in a calm manner
- Demonstrated ability to manage multiple priorities, deadlines, tasks efficiently
- Committed to lifelong learning
- Organized and self-motivated
- Demonstrated ability to set and meet goals – both professional and personal
- Excellent judgment and discretion
- Willingness to travel to Skateistan countries of operation

If you are interested in applying for this position, please send your CV and cover letter to jobs@skateistan.org with the subject "Child Protection Manager."

The deadline to apply for this position is May 15th 2018. Only shortlisted candidates will be contacted for a first round of interviews at the end of May 2018.

Only shortlisted candidates will be contacted.

Skateistan is an equal opportunity employer and values diversity. We welcome applications from ethnic minorities, people with disabilities and individuals from groups that have been marginalised.

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