



## Child Protection Designate Role Description

Designated Safeguarding Lead/Child Protection Officer or Designate (variously DSL/CPO/CPD)

- Child Protection role is explicit in job description and is supported and well resourced
- Clear professional development pathway (including multiple topics and levels to include deeper knowledge) that may include level II training, risk assessment, and safer hiring topics
- Strong case and key resource knowledge including ITFCP Allegation Protocol and new standards for accreditation (resources available on Education Portal at EdPortal.ICMEC.org)
- Works on case evaluation in collaboration with child protection response team, crisis team and other internal partners, such as human resources, healthcare providers, counseling staff, senior leadership team, and board representative.
- Works with human resources professionals on safer hiring protocols, interview process and background/social media/reference check procedures
- Supports, creates, delivers whole staff training and additional professional development by role
- Supports, evaluates and helps deliver student abuse prevention education (purchased or created curriculum)
- Supports creation, implementation, and oversight of safety plans with counseling staff
- Maintains and secures central record of child protection concerns and record of low level concerns (if separate)
- Organizes and runs regular child protection team meetings for professional development, case tracking and case response
- Develops outside partnerships and external multidisciplinary team/support (LE, mental health, medical, embassy security staff, etc.)
- Establishes and maintains relationships with local partner school networks (child protection designate to designate and child protection team to team)
- Coordinates with outside program providers on compliance with school policies, evaluation of provider policies and training as needed
- Drafts or supports creation and annual and case-related updates of policies and procedures
- Coordinates and participates in policy and environmental (facility) audits
- Familiar with the unique multi-cultural needs of international YSOs
- Key competencies include technical knowledge, personal and social skills.

## ICMEC Regional Trainer criteria

- Currently serving as a child protection officer or in a child protection related role in school or youth serving organization (YSO)
- Strong regional connections (multiple countries in region, or years in region, may speak language) and awareness of national laws and cultural barriers to appropriate response
- Can draw from multi-disciplinary expertise (counseling/social work, HR professionals, educators, curriculum, child protection, law enforcement, etc.)
- Participated in ICMEC level II training
- Permission from organization to conduct at least one regional response team training per year (3-4 days including travel) using ICMEC resources and supporting experts
- Interest in and ability to present on additional child protection topics in region
- Strong research and case-based knowledge of institutional abuse and offender and victim behavior
- Experience creating and delivering adult training programs (induction, annual staff training, etc.)
- Policy writing and implementation experience
- Experience managing external MDTs or working with multidisciplinary partners on cases
- Participated in formal case reviews (may include internal or ICRT experience)
- May have participated in regional/national focus group or round table on national capacity building
- Has strong familiarity with Education Portal and key resources such as ITFCP Allegation Protocol
- Expresses a collaborative, multi-disciplinary, and victim-centered approach
- Familiar with the unique multi-cultural needs of international YSOs
- Supports institutional model practice as defined by the International Task Force for Child Protection (ITFCP)

**Available to participate in Response Team T3. Proficient in content and able to lead response team level I and II training. Course and assessment provided by ICMEC.**