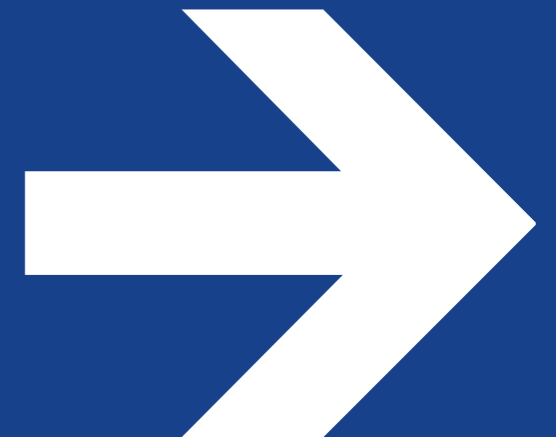




# PROGRAMME STRATEGY AND IMPACT DEPARTMENT (PSI)

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## THE FOLLOWING UNITS WORK ACROSS ALL PILLARS

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Program Quality Lead

**GIULIA CAPPELLAZZI**  
Protection, Gender and Inclusion Lead Advisor (Safe, Inclusive and Accountable Cluster Lead)

**CHANTAL CHASTONAY**  
Protection and GESI Advisor

**FOTEINI CHRISTOFORIDOU**  
MHPSS Advisor

**CORALIE MERCIER**  
Safeguarding Advisor

**MARIE SMIDOVA SKALOVA**  
Environment Mainstreaming Advisor

### PARTNERSHIPS

**ANWAR MUHAMMAD**  
Partnerships Advisor

**ANNA (MUNTER) PRIHODA**  
PSI Support Officer

### MEAL

**PETRA HUMLOVA**  
MEAL Unit Lead

**MADIHA SHAFI**  
MEAL Advisor for Humanitarian Programmes

**KHURSHED KHURSANOV**  
MEAL Advisor for Humanitarian Programmes

**ANNA NEJEDLÁ**  
Global MEAL Advisor

**KAREL VRÁNA**  
Advisor for data Analysis and Research

**PETR SCHMIED**  
IndiKit Manager

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PSI ADVISORS CAN PROVIDE IN-COUNTRY AND REMOTE SUPPORT:

PROJECT DESIGN, BID WRITING,  
DONOR ENGAGEMENT &  
PARTNERSHIPS

Donor positioning and programme-related advocacy – involvement in meetings, preparation of relevant materials

Producing capability statements – showcasing our global expertise in a subject

Supporting teams to collect data and engage stakeholders:

- Stakeholder analysis
- Community-led design approaches
- Gender Analysis
- Market Analysis
- Formative research for behavior change
- Needs Assessment, Context Analysis and Access Evaluations

Ensuring evidence-based theories of change, logframes and indicators

Developing and/or checking programme sections of proposals (logframes, narratives, budgets, annexes)

Networking with Global Clusters and other internal fora, providing inputs for in-country coordination mechanisms and working groups

Participation in expert platforms, networking events and supporting partnerships with actors that have the desired expertise (relevant NGOs, companies, research institutions and academia)

Supporting teams to develop innovations

Technical inputs to project design and proposal development is provided by PSI Technical Advisors.

MEAL sections of a proposal can be supported by MEAL Advisors.

MONITORING, EVALUATION,  
ACCOUNTABILITY & LEARNING

Planning, backstopping and/or conducting evaluations, assessments, surveys, studies and lessons learned exercises.

Supporting externally-facing publications e.g. project learning and/ or analyses

Setting up and/or reviewing MEAL systems at CP level (e.g. designing MEAL frameworks and CFRM protocols, working with the MEAL & CFRM QSC).

Setting up MEAL systems at project level (e.g. Results Framework, Indicator Tracking Table, baseline/endline methodology, tools for PDM and other monitoring, evaluation ToR etc.).

Recruitment, training and/or coaching of CP MEAL & CFRM staff.

Digital solutions for MEAL processes.

QUALITY IMPLEMENTATION AND  
CAPACITY STRENGTHENING

Project kick off – developing MEAL frameworks, co-creating activity SoPs or activity monitoring tools with your teams, then supporting the application of humanitarian and other relevant standards throughout the project lifecycle

Capacity strengthening via on-job support to PIN staff and partners –e.g. regular communication with a PM to provide capacity building support throughout the project, secondments

Providing or sourcing in-country or online trainings for staff or partners including the provision of PIN Learning Hub online sessions and content

Supporting the implementation of key cross-cutting topics

Transforming proven practices from PIN's field experience into flagships approaches

Supporting inter-CP, regional and global sharing of good practices and integrating learning into all stages of programme design, implementation, monitoring and evaluation, ensuring valuable expertise and effective strategies are retained and built upon.

HUMANITARIAN UNIT ADVISORS HAVE IN  
ADDITION THE FOLLOWING ROLES

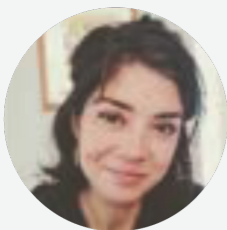
Coordinating the early response to sudden-onset disasters and establishing programmes in protracted crises or conflicts.

Rapid deployments for new emergency responses or scale-ups of existing CPs.

Gap-filling for key positions (HoPs, PMs, CDs).

Facilitation of Emergency Preparedness Planning at CPs.

Monitoring global humanitarian crises and conflicts, suggesting potential for PIN engagement.



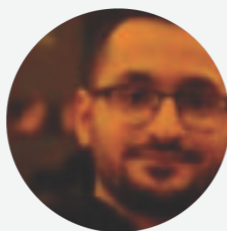
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PIN'S OBJECTIVE IS TO PROVIDE PRINCIPLED, RELEVANT, TIMELY AND HIGH-QUALITY HUMANITARIAN AID IN ORDER TO SAVE LIVES, ALLEVIATE SUFFERING AND MAINTAIN THE DIGNITY OF THE AFFECTED POPULATION. WE PRIORITIZE SPEEDY RECOVERY AND RESILIENCE BUILDING, PARTICULARLY FOCUSING ON THE REHABILITATION OF LIVELIHOODS AND INCOME OPPORTUNITIES AND IMPROVED ACCESS TO BASIC SERVICES SUCH AS EDUCATION. OUR ASSISTANCE IS NEEDS-BASED, CONTEXTUAL AND ROOTED IN COLLABORATION WITH NATIONAL ACTORS, FOCUSING ON THE CONTEXTS WHERE PIN CAN DEMONSTRATE ITS ADDED VALUE AND HARD TO REACH AREAS.

GENERAL HUMANITARIAN ADVISORY

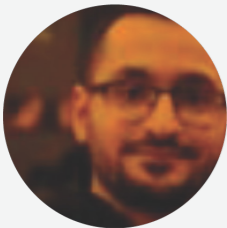
In order to ensure that humanitarian aid we provide to affected population is principled, needs-based and relevant, timely, high-quality and reach the most underserved population in hard to reach areas, support with other key elements of the humanitarian programme cycle might be welcomed by CPs. General Humanitarian Advisors are available to provide general support in initial phases of an emergency response, needs assessments, design of humanitarian interventions, programme quality, fundraising, humanitarian coordination, capacity development of staff and partners, humanitarian access and other issues.

MULTIPURPOSE CASH ASSISTANCE (MPCA) & CASH AND VOUCHER ASSISTANCE (CVA) AS A MODALITY

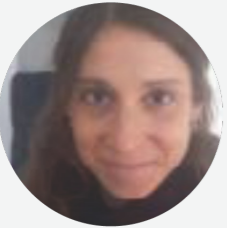
Where markets are functional and the context supports it, cash distributions are prioritised as it enables the affected population to use the financial support to meet their most pressing individual needs, providing a tailored approach which is largely more dignified, cost effective and timely. It can therefore be used to address the thematic areas described below with monitoring frameworks designed accordingly. All emergency and recovery programmes should consider strengthening existing social protection systems in order to be able to quickly operate at scale and where possible, be able to handover quickly to local actors.

NUTRITION-SENSITIVE FOOD SECURITY

PIN works to ensure access to nutritious food following the four principles of food security: availability, access, utilisation and stability. We use a nutrition-sensitive lens and pay particular attention to the diets of children under 2, women and girls alongside other vulnerable groups. Programmes are designed using an analysis of how different modalities can be used to achieve food security in the short-term and then transitioned towards recovery programming, for example: cash, vouchers, in-kind, agricultural or livelihood support.



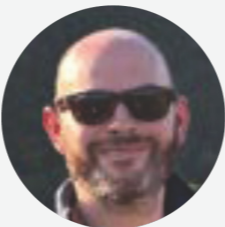
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From the Food security portfolio, Jitka covers Food aid

RECOVERY LIVELIHOODS

Following the initial acute phase of emergency response, PIN aims to phase out from direct financial or in-kind support to households as soon as is appropriate. To do this, an understanding of existing social protection schemes and livelihood opportunities relevant to the target groups as well as listening to their preferences for further support is essential. Following the prioritisation of the livelihood/ market system in cooperation with the target group, market systems analyses can be used to design programmes that build skills, strengthen or diversify livelihood opportunities and enable access to finance where appropriate.



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EDUCATION IN EMERGENCIES

Education in emergencies with integrated psychosocial support and child protection: In emergencies, all children are affected in some way. They are exposed to increased safety and wellbeing risks and experience new barriers to educational access and quality, as well as reduced access to social and emotional support systems. To address these challenges, PIN puts the child at the centre of its work. This means (i) supporting children’s diverse needs (physical, social, emotional and cognitive), (ii) engaging all levels of influence (school, community, authorities) and (iii) promoting children’s right to participation. This approach not only supports children’s academic learning, but also ensures they are protected and able to develop social and emotional skills in a supportive environment.



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WATER, SANITATION AND HYGIENE

Conflict and natural disasters can disrupt access to water, create poor sanitary conditions and prevent healthy hygiene practices. This can then create additional mortality and morbidity caseloads to already crisis situations. In the acute phase of an emergency, access to water and sanitation infrastructure as well as items to maintain household and personal hygiene may be provided directly from PIN or partners. PIN immediately aims to strengthen local water and sanitation infrastructure governance systems which enables a quicker transition to recovery programming. Formative research is used to design effective hygiene and sanitation behaviour change programmes that address the barriers and enablers to improved practices that can prevent waterborne and other infectious disease outbreaks.



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PIN'S ROLE IN ADDRESSING CLIMATE CHANGE IS TO ENHANCE THE RESILIENCE OF THE PEOPLE VULNERABLE TO A CHANGING CLIMATE AND ENVIRONMENTAL DEGRADATION, TRYING TO MAXIMISE SOLUTIONS IN LINE WITH GREEN GROWTH AND CIRCULAR ECONOMY PRINCIPLES. PIN'S FOCUS WILL THEREFORE BE ON HIGH QUALITY ADAPTATION PROGRAMMING WITH INTEGRATION OF APPROACHES TO MITIGATE CLIMATE CHANGE WHERE APPROPRIATE. MITIGATION MAY BE INCORPORATED INTO PROGRAMME DESIGN AND, WHEN DONE, WE SHOULD HAVE THE CAPACITY TO MEASURE GREENHOUSE GAS REDUCTION OR SEQUESTRATION.



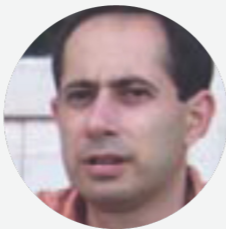
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THEMATIC AREAS & TECHNICAL ADVISOR

CLIMATE RESILIENT FOOD AND LIVELIHOODS SYSTEMS

We take a systems approach to livelihoods in order to improve food and nutrition security in climate-change vulnerable areas. This means analysing the root causes of poverty and nutrition insecurity, using a gender-lens to look at the challenges faced by the target group, and using a participatory process to identify opportunities and potential solutions. Approaches within this thematic area may include support to diversify livelihoods for example food processing and marketing, debt relief and linkages to social protection services, as well supporting existing agricultural livelihoods.



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CLIMATE RESILIENT WASH

Technological solutions in climate-change vulnerable (e.g. drought and flood prone) areas are supported through enhanced governance and service-provider accountability, with the aim of achieving sustainable improvements to water security and public health. The key components of this approach are climate vulnerability assessments incorporating an analysis of Gender Equality and Social Inclusion dynamics; application of PIN's Standards of WASH Programming and participatory selection of appropriate climate-resilient solutions.



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DISASTER RISK REDUCTION & DISASTER PREPAREDNESS – EWS AND ANTICIPATORY ACTION

We work with communities, local actors and governments to strengthen their resilience by improving their capacity to reduce the risks to be affected, be better prepared and better recover from climate-change induced shocks and disasters such as floods, droughts, wildfires and landslides.



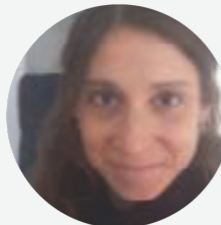
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GREEN JOBS, SKILLS AND CIRCULAR ECONOMY

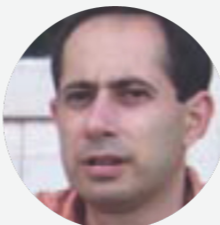
We help diversify livelihood options and build the skills for green economic development. PIN takes a multi-pronged approach to improving the quality and market-relevance of vocational education. When planning the sectors and skill areas in which to support vocational education, PIN engages the private sector and target population to select sectors where there is market-demand for the skill-set. The decision on the sector always considers its green credentials and potential environmental impact. Skills-building can be one element of the broader market systems development approach to creating green jobs. A priority focus of this Market Systems Development approach is the circular economy and recycling sectors.

CLIMATE-SMART ENERGY SOLUTIONS

Resilience to climate change is improved through for example: off-grid solutions, improving energy-efficiency to reduce household costs or clean energy technology to reduce household air pollution and contribute to reducing greenhouse gas emissions.



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CLIMATE RESILIENT LANDSCAPES

We address environmental degradation and the climate change-induced changes in the landscapes and agricultural productivity. Analysing geohazards alongside existing agricultural and livelihood practices are essential in providing a holistic solution to protect communities from the impact of natural disasters as well as enhancing agricultural productivity and livelihood and food security. Our response within this thematic area engages all key stakeholders and approaches may include Early Warning Systems, Climate Smart Agriculture and Natural Resource Management techniques.

FRAMEWORK ADVISOR

Available upon CP request.



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*Fabrizio is a framework advisor*

**FABRIZIO ORSINI**  
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ROOTED IN OUR COMMITMENT TO SHIFTING POWER AND RESOURCES TO COMMUNITIES, PIN SUPPORTS CIVIL SOCIETY TO PLAY A KEY ROLE IN SOCIAL, ECONOMIC AND DEMOCRATIC DEVELOPMENT IN OUR TARGET COUNTRIES. PIN PROVIDES OPPORTUNITIES FOR CIVIL SOCIETY ACTORS TO DEVELOP THE TECHNICAL SKILLS AND MECHANISMS TO BECOME MORE EFFECTIVE GOVERNANCE AND DEVELOPMENT ACTORS. WE SUPPORT CIVIL SOCIETY TO ENGAGE WITH GOVERNMENT ACTORS TO ADVANCE PARTICIPATORY DEMOCRATIC PROCESSES AND THE DEVELOPMENT OF INCLUSIVE PUBLIC SERVICES. SPECIFICALLY, PIN TARGETS A RANGE OF CIVIL SOCIETY ACTORS, INCLUDING YOUTH, WOMEN, GIRLS AND THOSE REPRESENTING MARGINALIZED COMMUNITIES IN ORDER TO ENSURE THAT GOVERNMENT POLICIES AND SERVICES REPRESENT THEIR NEEDS. IN PARALLEL, PIN PROMOTES ACTIVE CITIZENSHIP, EMPOWERING INDIVIDUALS TO EXERCISE THEIR RIGHTS, ENGAGE IN DEMOCRATIC PROCESSES AND HOLD GOVERNMENT OFFICIALS ACCOUNTABLE.

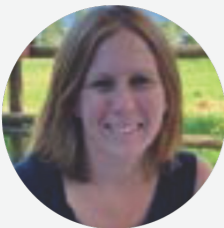
THEMATIC AREAS & TECHNICAL ADVISOR

EMPOWERMENT OF CIVIL SOCIETY ACTORS

Locally-driven, adaptive approaches to support the organizational and technical development of civil society actors, including civil society organizations, informal civic groups and grassroots activists and empower citizens to make their voices heard. In our civil society development programming, we will coordinate and wherever possible, share expertise and cooperate with PIN’s Center for Human Rights and Democracy, in line with internal policies.

YOUTH CIVIC ENGAGEMENT

One World in Schools youth civic education and media literacy programming with contextualized content adapted for formal and non-formal educational spaces as well as learners of all ages.



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INCLUSIVE GOVERNANCE OF PUBLIC SERVICES

Participatory planning, monitoring and capacity development of public services including: Social Services, Education, Water, Sanitation and Public health. Our programming uses the TAPA framework:

Transparency: Access for everyone to relevant information in an easy-to-use manner

Accountability: Responsive institutions and individuals who understand their responsibility in ensuring access to services and can be sanctioned when this does not occur

Participation: Stakeholders, including marginalised and resource-poor groups are meaningfully involved in service planning and management

Anti-corruption: Actions that reduce or minimise opportunities for corruption and result in action being taken where corruption is discovered

Programmatic approaches could include: in-depth political-economy analyses of services using a GESI lens, PIN's Participatory Planning for Social Inclusion approach, supporting local change makers to target social and gender behaviors and norms that prevent marginalised groups accessing services e.g. adolescent girls access to education, providing capacity building support to service providers for example through digitalisation of reporting and monitoring of services (e.g. PIN's Education Monitoring Application or Water Report), technical capacity development (e.g. water scheme maintenance) and active participation and empowerment of women and other vulnerable groups throughout all project activities.

HUMAN RIGHTS BASED APPROACH

Human rights-based approach as a cross-cutting issue, human rights analysis and work in closed and restricted civic spaces.



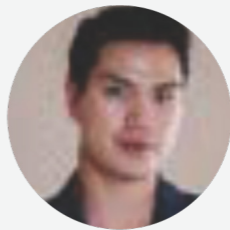
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**LEADING PIN MEAL FRAMEWORK:** Lead the development of global MEAL (Monitoring, Evaluation, Accountability, and Learning) manuals, standards, and guidelines, including Indikit ([www.indikit.net](http://www.indikit.net)), to support the CPs and partners in the implementation of MEAL functions and enhancing the effectiveness, quality, and accountability of projects and local partnerships

**KEEPING UP WITH INDUSTRY:** Ensure that PIN stays current with industry trends and standards through participation in relevant communities of practice and networking (Alliance2015 MEAL CoP, CHS Alliance, IDEAS, European Evaluation Society, ALNAP, J-PAL, relevant conferences, forums, working groups etc.), and digitalization and automation of MEAL systems and functions.

**COORDINATING AND COLLABORATING INTERNALLY:** Lead the coordination with CP MEAL (managers & other senior staff), regional MEAL advisors, CFRM officers & focal points, and promote effective collaboration across MEAL, other support departments and units, regional management and CPs.



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**STAFFING IT UP:** Manage global MEAL staff, workplan and performance, support regional and CP staffing processes and expertise building as needed or deemed strategically important.

**DEVELOPING CAPACITIES:** Develop MEAL capacities of PIN and local partner staff through designing and delivering onboarding inductions and dedicated training sessions on MEAL topics and provide mentoring and coaching to regional and CP staff.

**SETTING THINGS UP:** Provide strategic leadership and practical support to the set up or improvement of MEAL units, functions and systems at CP and project level, including adoption of innovative digital solutions.

**RAISING FUNDS:** Support the development of concepts and new proposals through the provision of guidelines, ensuring quality of the process and meeting design requirements of PIN and the donors.



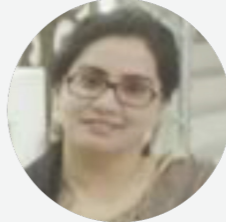
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**PLANNING THINGS OUT AND PROVIDING DIRECT SUPPORT:** Support project kick-off and review meetings for selected projects with strategic priority, where the capacity of regional MEAL staff is limited or not available (including in emergency interventions). Namely support the development of MEAL frameworks, monitoring and evaluation tool, conducting data analysis, supporting data visualization, the establishment of CFRM process, and the design of project learning strategy.

**LISTENING UP:** Lead on the development and support the implementation of accountability framework, including the Community Feedback and Response Mechanisms (CFRM) and participatory MEAL approaches, to increase the influence of local communities over programme.

**LOOKING INTO HOW THINGS WORK (OR DO NOT):** Support the design and conducting of evaluations and studies (advising on design of ToRs and methodologies, technical input into selection of consultants, technical oversight of the process) or directly take the role of lead evaluator

**LEARNING HOW TO ADAPT:** Support CPs and regional teams in the preparation and facilitation of learning events following conducted evaluations and studies, reaching specific project milestones (e.g. mid-term, project closure) or as defined in the project learning strategy.

**BUILDING INSTITUTIONAL KNOWLEDGE:** Support inter-CP, regional and global sharing of good practices and integrating learning into all stages of programme design, implementation, monitoring and evaluation, ensuring valuable expertise and effective strategies are retained and built upon. Facilitate Communities of Practice and various sharing and learning activities and, creating a culture of reciprocity with various stakeholders, including local partners.

**TAKING IT DOWN:** Manage Evaluation library and promote capturing, tracking, analysing, sharing and utilization of learning and feedback through institutionalization of knowledge repositories and platforms such as Feedback tracker, Programme Hub in Confluence, Knowledge and Learning Center etc.

INDIKIT

Managing IndiKit, PIN’s on-line guidance on the use of SMART indicators ([www.indikit.net](http://www.indikit.net)), including the development of new indicators, improvements of existing ones, cooperation with experts etc.

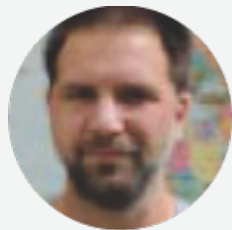
PARTNERSHIPS

Methodological support to conducting **MAPPINGS OF POTENTIAL PARTNERS**

Training staff on partnerships, co-design and co-facilitate various events aiming at **STRENGTHENING PARTNERSHIPS** (such as partnerships reviews)

Support the development of capacity development plans for strategic partners

Training and advisory on how to apply the Partnership Appraisal Tool



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PROGRAMME QUALITY MANAGEMENT

Oversight of implementation of the Maximizing Programme Quality organizational priority and the Programme Quality Management Policy.

Development, promotion and integration of key Programme Quality Management tools (PM Manual, IPR, CP Checklist) into global and CP level project management systems. Support in programme teams’ inductions and overall capacity strengthening in Programme Quality Management related spheres.

Support in assessing programme quality as well as identification of programme quality related risks in CPs - qualitative reviews of projects and programmes as well as CP level quality audits, CHS self-assessment, other in-country visits.

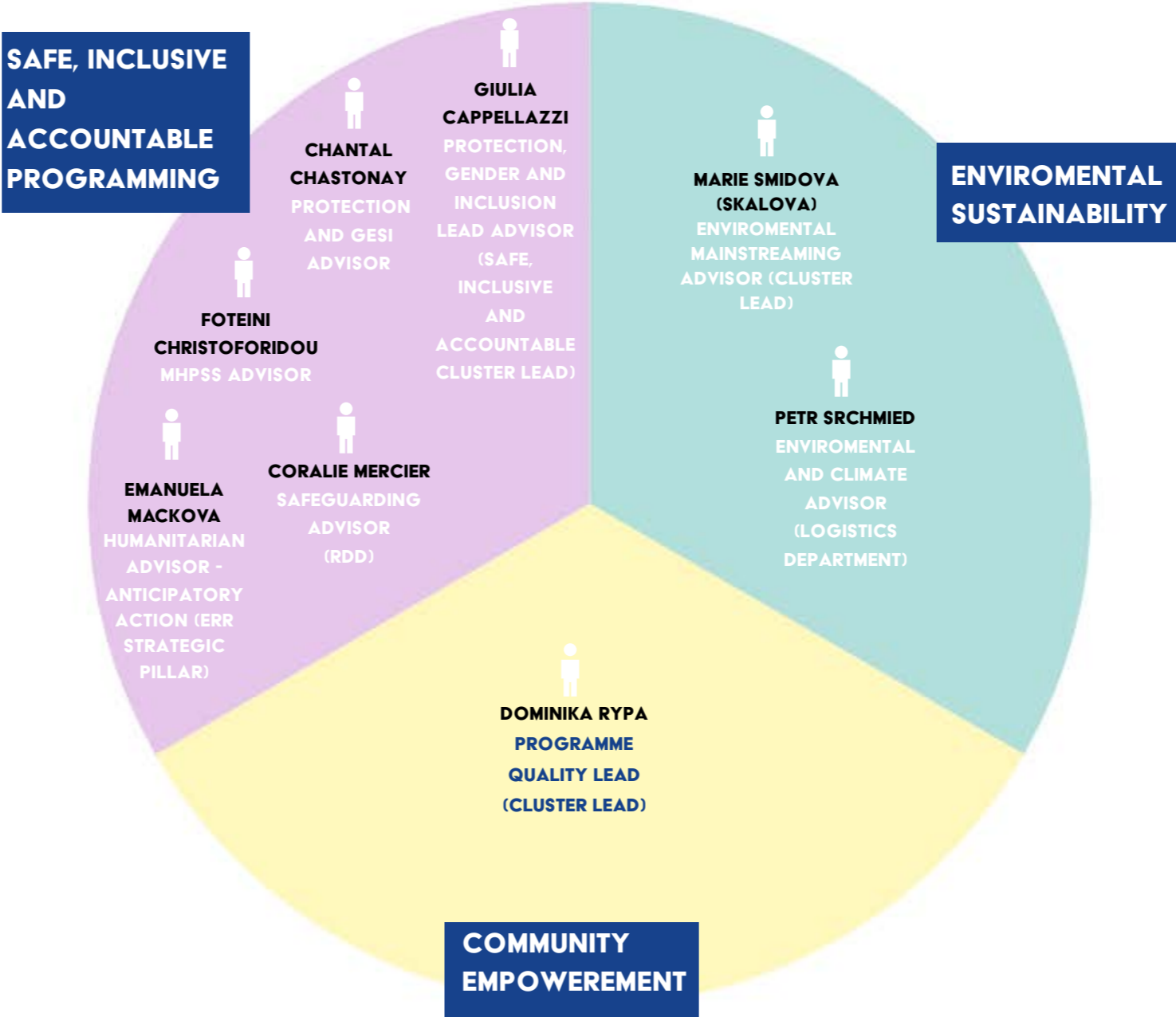


**DOMINIKA RYP**  
Program Quality Lead  
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CROSS-CUTTING THEMES

Together with respective cross-cutting themes leads, oversight of integration of PIN cross-cutting topics (Safe, Inclusive and Accountable Programming, Environmental Sustainability, Community Empowerment) as key element of achieving PIN global programmatic objectives:

- creation of necessary tools/guiding documents for cross-cutting themes integration and implementation
- support to CPs in the implementation of cross-cutting themes approach throughout the whole Project Cycle Management ( trainings, mentoring, revision of CPs existing tools, support during preparation of CP strategies, programme development, staff recruitment, technical oversight and support during the implementation)
- monitoring and reporting on the cross-cutting themes implementation at CPs level as well as globally



SAFE, INCLUSIVE AND ACCOUNTABLE PROGRAMMING

SAFE, INCLUSIVE, AND ACCOUNTABLE (SIA) PROGRAMMING

PIN ensures its assistance not only does good but avoids harm through SIA Programming, which integrates:

**PROGESI:** Promotes gender equality, inclusion, safety, dignity, and empowerment for all.

**CONFLICT SENSITIVITY & DO NO HARM:** Identifies and mitigates risks that may arise from our work.

**SAFEGUARDING:** Prevents abuse, exploitation, and harm in all program activities.

The SIA Team provides technical support in integrating and operationalising these principles through policies and practical tools, ensuring our activities target vulnerable populations, enhance safety and dignity, promote accountability, and protect human rights. The integration of SIA principles is fundamental to improving PIN interventions, aligning with human rights, quality programming, risk mitigation and sustainable development.

PROTECTION, GENDER EQUALITY AND SOCIAL INCLUSION (GESI)

METHODOLOGICAL AND TECHNICAL SUPPORT

The Protection, Gender Equality and Social Inclusion (ProGESI) team provides comprehensive technical and methodological support to ensure the integration of Protection, GESI and MHPSS across programme cycles, in alignment with PIN's ProGESI approach, global standards and donors' requirements.

GESI ANALYSIS AND ASSESSMENT

Methodological support for designing and conducting GESI Analyses and GESI-Sensitive Assessments, aligned with PIN's ProGESI approach and donors' requirements. Technical advice to ensure GESI is embedded in all assessment tools and processes.

PROTECTION AND GESI INTEGRATION (MAINSTREAMING)

Strategic and technical support in the integration of protection and GESI considerations throughout programme design and implementation, and MEAL in line with PIN's protection GESI approaches, global standards and donors' requirements. Technical support in the development of country-level strategies and policies incorporating Protection, GESI and MHPSS principles and approaches.

PROJECT DEVELOPMENT SUPPORT

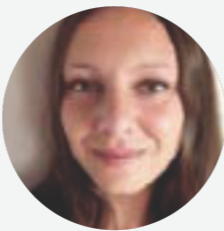
Technical assistance in designing proposals that fully integrate ProGESI principles and practices, in line with PIN's approach, global standards and donors' requirements. Technical input on the development of inclusive and protective activities, along with costing guidance to ensure adequate resources are allocated to GESI and protection interventions.

CROSS-SECTORAL INTEGRATION, INTEGRATED PROGRAMMING AND APPROACHES

Support in ensuring that GESI and protection are embedded across strategic pillars and sectors (e.g. Climate Resilience, EWS/DRR, Civil Society and Inclusive Governance, Emergency Response, Education in Emergencies, etc.) , including tailored technical advice for multi-sector proposals.

DONOR ENGAGEMENT AND STRATEGIC POSITIONING

Support in articulating PIN GESI and protection approaches and best practices, in line with donor expectations and priorities, enhancing strategic positioning.



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CHANTAL CHASTONAY

Protection and GESI Advisor  
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SAFE, INCLUSIVE AND ACCOUNTABLE PROGRAMMING

MENTAL HEALTH AND PSYCHOSOCIAL SUPPORT (MHPSS) TECHNICAL ADVICE, SUPPORT, GUIDANCE AND CAPACITY DEVELOPMENT

Development/review of internal **MHPSS TOOL, GUIDELINES, SOPS** for providing structured PSS for children and adults.

Development and provision of **TRAININGS AND TOTS ON MHPSS, PSYCHOLOGICAL FIRST AID (PFA)**

Support in **NEEDS ASSESSMENT** (especially in post-disaster contexts) to identify priority needs for MH-PSS support in PIN programmatic areas

Support **PROJECT PROPOSALS PREPARATION** and MHPSS programming or MHPSS integration in relevant proposals (e.g. Education in Emergencies).

Support the **INTEGRATION OF MHPSS (MHPSS MAINSTREAMING)** in relevant Programme interventions (e.g. education in development contexts)

Development of **MHPSS MEAL TOOLS** to measure the impact and effectiveness of MGPSS interventions



FOTEINI CHRISTOFORIDOU

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SAFEGUARDING

METHODOLOGICAL AND TECHNICAL SUPPORT

Provision of in-field and remote technical support to ensure the integration of safeguarding principles in programme and project design and implementation. This includes prevention and mitigation of SEAH (sexual exploitation, abuse and harassment), child Safeguarding risks and broader safeguarding concerns across all sectors and PCM stages.

RISK ASSESSMENTS AND MITIGATION

Guidance on the design and implementation of safeguarding risk assessments and action plans at programme and project level, using PIN’s SIA Risk Register Tool. Support in integrating protection, GESI, and safeguarding considerations into risk frameworks and ensuring safe and inclusive service delivery.

SAFE PROGRAMMING AND ACCOUNTABILITY

Support in strengthening community-based feedback and reporting mechanisms that are accessible, safe and responsive to all population groups, including those most at risk. Technical support in referral pathways and survivor-centred responses in coordination with specialized protection actors.

CAPACITY STRENGTHENING AND SYSTEMS BUILDING

Training and coaching of programme teams and partners on safeguarding, PSEAH, child Safeguarding, and PIN’s Code of Conduct and Key Policies. Support for local partners in developing and implementing safeguarding measures in line with donor and sector standards.

TOOLS AND POLICIES

Development and dissemination of safeguarding tools, guidelines, SoPs, and checklists for mainstreaming safeguarding across the project cycle. Support in the operationalisation of PIN’s Safeguarding and PSEAH Policy, and relevant CHS commitments, focusing on risk prevention and safe access to aid.



CORALIE MERCIER

Safeguarding Advisor (as a member of RDD, not PSI)  
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BEHAVIOUR CHANGE

**TRAINING** PIN and partners’ staff on behaviour change in our programming

Designing and conducting **FORMATIVE RESEARCH** that helps us to understand people’s environment and climate change related behaviour

Helping missions with describing behaviour change in their proposals

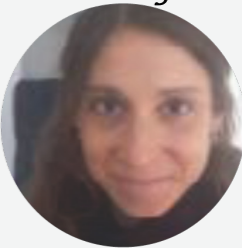
Designing and evaluating **BEHAVIOUR CHANGE STRATEGIES** in the emergency and development context

Managing PIN’s website [www.behaviourchange.net](http://www.behaviourchange.net)

CONFLICT SENSITIVITY

**DO NO HARM & CONFLICT SENSITIVITY:** support in context/conflict analysis, identification/definition of conflict sensitive approaches, programme adaptation.

*Ema focuses on conflict sensitivity*



EMANUELA MACKOVA

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## ENVIRONMENTAL SUSTAINABILITY

## ENVIRONMENTAL SUSTAINABILITY

Supporting CPs with **INTEGRATING ENVIRONMENTAL CONSIDERATIONS INTO PCM**: assessments, project design and MEAL: e.g. proposing environmental **MITIGATION MEASURES IN LINE WITH RELEVANT GUIDANCE (SUCH AS ECHO'S MERS) IN PROPOSALS, SELECTING APPROPRIATE ENVIRONMENTAL INDICATORS, SUGGESTING HOW TO INTEGRATE THEM IN THE MEAL**

Supporting CPs with conducting NEAT+: provision of **TAILORED TRAININGS, ASSISTANCE WITH: NEAT+ ANALYSIS, ENVIRONMENTAL REPORTS WRITING**

Advising in Environment in Humanitarian action (EHA) strategy development for CPs

Methodological support & trainings on General EHA, PIN's Greening the aid approach, on global EHA guidance

Collecting **EHA LESSONS LEARNT AND BEST PRACTICES**

**SUPPORTING CPS** with screenings of not purely humanitarian projects: selection of relevant tools and guidance and if needed, linking them with relevant PSI Advisors for mitigation measures design

Together with PSI Advisors **IDENTIFYING GAPS FOR IMPROVEMENT OF ENVIRONMENTAL CONSIDERATIONS INTEGRATION INTO PSI'S SECTORAL EXPERTISE**

Support for CPs in greening their operations (offices, logistics, procurement)

Measures the carbon footprint of PIN's relief and development work

Support in designing and implementing 'greening' activities in PIN's projects

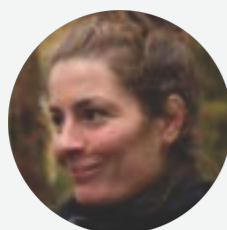
## COMMUNITY EMPOWERMENT

## COMMUNITY EMPOWERMENT

Development and review of community empowerment related guidelines and SoPs.

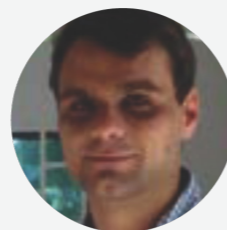
Supporting CPs with integration of PIN minimum standards on community empowerment into all project stages – assessment, project design and MEAL.

Review and reporting on PIN's practices related to community empowerment – leading and supporting learning exercises, collection and showcasing of good practices.



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**PETR SCHMIED**

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