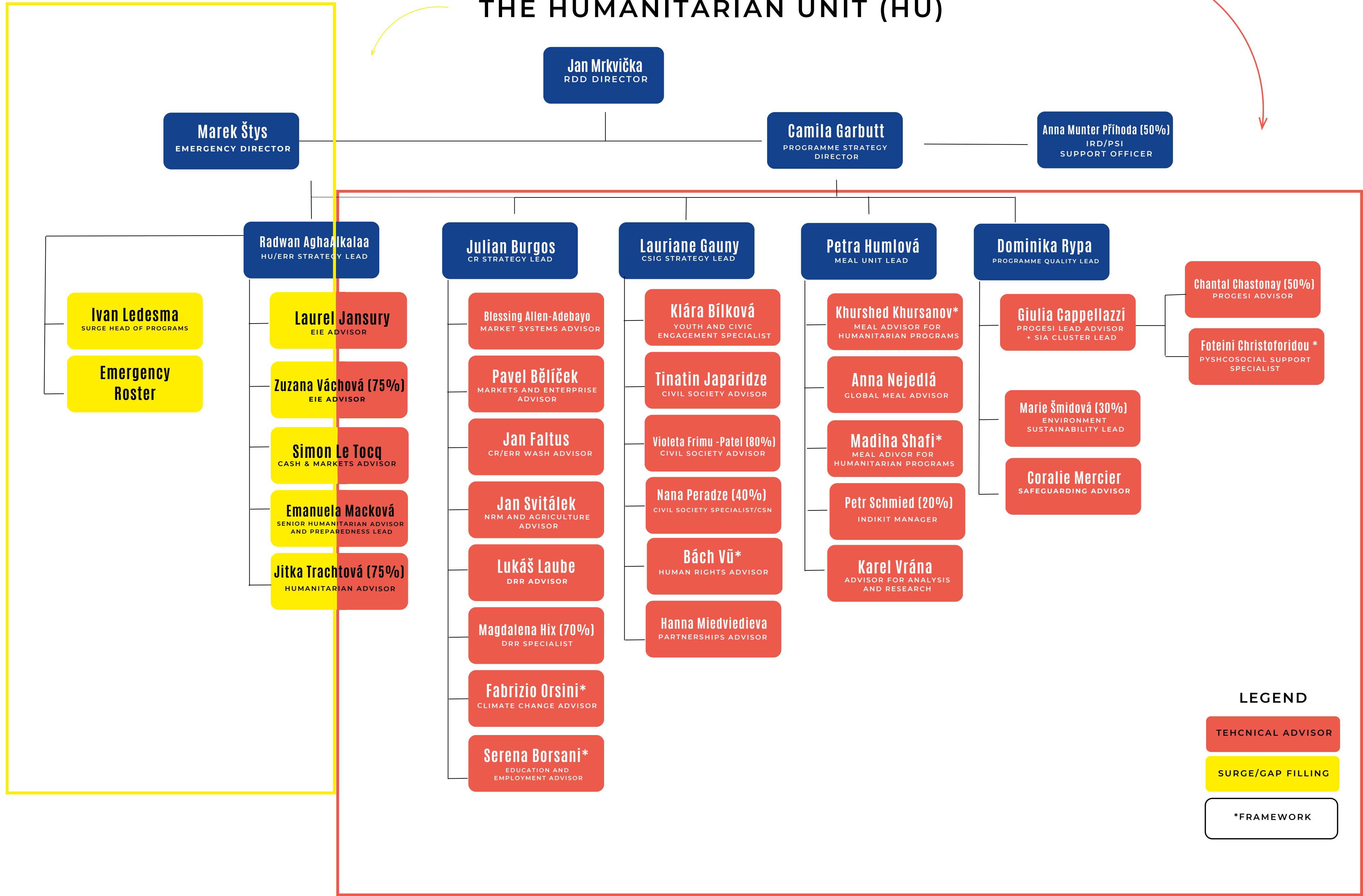




**PROGRAMME STRATEGY
AND IMPACT
DEPARTMENT (PSI)**



THE PROGRAMME STRATEGY AND IMPACT DEPARTMENT (PSI) AND THE HUMANITARIAN UNIT (HU)



PSI Leadership



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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

HUMANITARIAN UNIT ADVISORS HAVE IN
ADDITION THE FOLLOWING ROLES

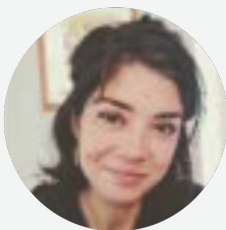
Coordinating the early response to sudden-onset disasters and establishing programmes in protracted crises or conflicts.

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.



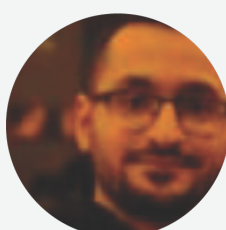
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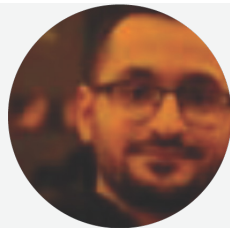
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Pillar Objective: PIN's objective is to provide principled, relevant, timely and high-quality humanitarian aid in order to save lives, alleviate suffering and maintain the dignity of the affected population. We prioritize speedy recovery and resilience 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

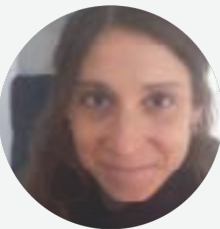
In order to ensure that humanitarian aid we provide to affected population is principled, needs-based and relevant, timely, high-quality and reach the most underserved population in hard to reach areas, support with other key elements of the humanitarian programme cycle might be welcomed by CPs. General 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.



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

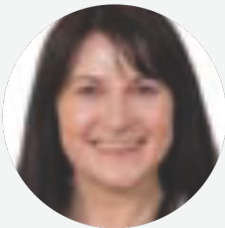
Where markets are functional and the context supports it, cash distributions are prioritised as it enables the affected population to use the financial support to meet their most pressing individual needs, providing a tailored approach which is largely more dignified, cost effective and timely. It can 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.



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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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JITKA TRACHTOVÁ
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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.

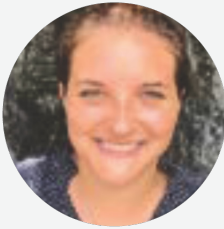


BLESSING ALLEN-ADEBAYO

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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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ZUZANA VACHOVA

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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.



JAN FALTUS

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Pillar Objective

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.



JULIAN BURGOS

Climate Resilience Pillar Lead
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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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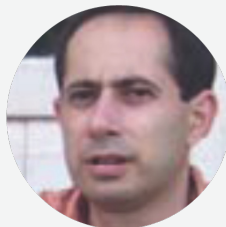
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CLIMATE RESILIENT WASH

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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CLIMATE-SMART ENERGY SOLUTIONS

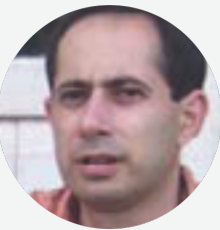
Resilience to climate change is improved through for example: off-grid solutions, improving energy-efficiency to reduce household costs or clean energy technology to reduce household air pollution and contribute to reducing greenhouse gas emissions.



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PRODUCTIVE AND 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.



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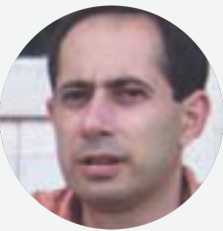
MARKET-DRIVEN TVET, GREEN JOBS
AND THE CIRCULAR ECONOMY

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.



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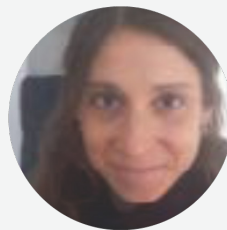
DISASTER RISK REDUCTION & DISASTER
PREPAREDNESS – EWS AND ANTICIPATORY ACTION

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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Pillar Objective

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.

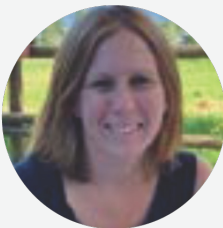
THEMATIC AREAS & TECHNICAL ADVISOR

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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Participatory Social Services Planning
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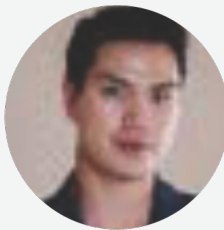
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MONITORING, EVALUATION,
ACCOUNTABILITY & LEARNING

MEAL SYSTEMS

Designing and/or revising Country Programme **MEAL FRAMEWORKS** and working with the MEAL Quality Standards Checklists.

Support to designing and/or revising procedures for ensuring **ACCOUNTABILITY TO AFFECTED POPULATIONS** (Community Feedback and Response Mechanism, participatory needs assessments etc.) and working with the CFRM Quality Standards Checklist.

Setting up **MEAL SYSTEMS AT PROJECT OR PROGRAM LEVEL:** Results Framework, Indicator Tracking Table, baseline/endline methodologies, tools for post-distribution monitoring (PDM) and other monitoring, preparation of electronic data collection tools Kobo/ODK, evaluation ToR etc.

Developing and supporting usage of tools for measuring **VALUE FOR MONEY** in PIN's programmes.

STRENGTHENING MEAL CAPACITIES

RECRUITMENT of key MEAL staff at CP and regional level.

NEEDS-BASED COACHING AND TRAINING in all aspects of designing and implementing MEAL systems.

Monthly or quarterly one-to-one calls with CP MEAL in regions without Regional MEAL advisors

One-to-one induction of new Heads of Programmes for their MEAL-related functions.

Onboarding webinars for Project/Program Managers: introduction to MEAL, to the CFRM and guidance on the **INDICATOR TRACKING TABLES (ITT) IN NAVISION**.

MS TEAMS COORDINATION: MEAL and CFRM groups open to all MEAL staff in PIN RDD.

EVALUATIONS, SURVEYS, STUDIES

CONDUCTING INTERNAL EVALUATIONS, BASELINE AND ENDLINE SURVEYS, NEEDS ASSESSMENTS, RESEARCH etc. including through support to the development of tools, overseeing collection of data, performing data analysis, highlighting good practices and lessons learned and identifying future opportunities for programming.

SUPPORT IN PLANNING AND OVERSEEING INTERNAL AND EXTERNAL EVALUATIONS.

Implementing specific **METHODOLOGIES:** Knowledge, Attitude and Practices (KAP), Semi-Quantitative Evaluation of Access and Coverage (**SQUEAC**), Most Significant Change (MSC)

BARRIER ANALYSIS (Designing for Behaviour Change Framework).

DIGITALIZATION OF MEAL

DATA COLLECTION, ANALYSIS AND VISUALIZATION tools and systems development, digitalization and automation (KoBo Toolbox forms, automatic calculation of key indicators. e.g. Excel Macro, Power BI – KoBo automation, etc.).

Supporting implementation of **INDICATOR TRACKING THROUGH NAVISION** and Power BI; process automation.

QUANTITATIVE AND QUALITATIVE DATA ANALYSIS AND VISUALIZATION using various tools (KoBo Toolbox / ODK / XLSform, MS Office, Stata, R, Power BI, OpenRefine etc.) incl. appropriate descriptive or inferential statistic/graphical representations of data, drawing conclusions from data/graphs, interpretation of data and summarizing main results for reporting.

AUTOMATIZATION OF CFRM PROCESSES AND VISUALIZATION.

PROPOSAL DEVELOPMENT

Developing and/or checking logframes and MEAL narratives.

Aligning logframes and budgets, ensuring that planned indicators can be measured.

Developing required annexes (e.g. ITT, Scope of Work for Evaluations etc.).

Support complying with donors' MEAL requirements.

INDIKIT

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



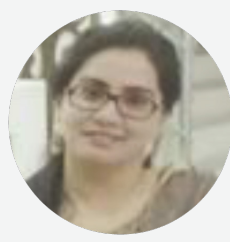
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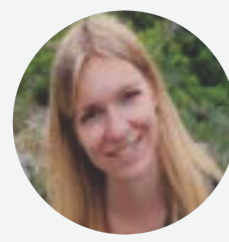
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PARTNERSHIPS

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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GLOBAL PROGRAM QUALITY

PIN Global Program Quality Advisor plays a key role in **ADVANCING THE OBJECTIVES OUTLINED IN THE 2022-2026 RDD STRATEGY**, with a specific emphasis on **PRIORITIZING 'MAXIMIZING PROGRAMME QUALITY'** and actively contributes to the implementation of the Programme Quality Management Policy based on the 9 commitments of the Core Humanitarian Standard.

Global Program Quality Advisor is also a key person in the **IMPLEMENTATION OF PIN GLOBAL TOOLS AND PROCESSES FOCUSED ON PROJECT OR PROGRAM QUALITY MANAGEMENT**, such as the PM manual, Internal Project Reports (IPR), CP Checklist and various other element contributing to PIN learning agenda.

Global Programme Quality Advisor coordinates as well activities of cross-cutting topic working group to ensure these topics are not viewed as separate or optional components of programming, but rather are integral to all programs and activities.”



DOMINIKA RYP

Program Quality Lead
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Conflicts, crises and natural disasters do not affect all people in the same way. Different gender, age, and social groups may experience disproportionate impacts because of existing vulnerabilities, social and gender norms, historical patterns of inequity and discrimination, and socioeconomic disparities. During crises, vulnerabilities become multi-layered and complex, with different population groups experiencing unique and specific risks, barriers and needs. During crises, community structures that regulate community well-being, such as family systems and informal community networks, may break down creating different types and levels of psychological distress among community members. The unique challenges experienced by different age, gender and social groups need to be understood, assessed and addressed to ensure their equitable participation in and benefit from our interventions.

PROTECTION, GENDER EQUALITY
AND SOCIAL INCLUSION

METHODOLOGICAL AND TECHNICAL SUPPORT

Provision of in-field and remote technical support on the effective integration and application of Protection, Gender Equality and Social Inclusion principles and quality standards in **EMERGENCY RESPONSE, RECOVERY AND DEVELOPMENT PROGRAMMES**

PIN RDD GESI Policy: Operationalisation of PIN RDD GESI Policy provisions (Programme & Organisational Level)

GESI Analyses/GESI Sensitive Assessments: Methodological support in developing GESI Analyses/GESI Sensitive Assessments, in line with ProGESI Approach and Donors’ requirements

Development/compiling Risk Registers for Safe, Inclusive and Accountable (SIA) Programming to assess risks (existing and potential) related to cluster 1 (SIA) topics, identify actionable measures to mitigate them and integrate them into PCM

Protection and GESI technical advice, methodological support, guidance and capacity development to PIN staff and local partners

PROJECT DEVELOPMENT SUPPORT

Project development support to design programmes that incorporate ProGESI principles and practices; Peacebuilding and Social Cohesion; (MH)PSS, in line with PIN tools and approach to ProGESI and Donors’ requirements

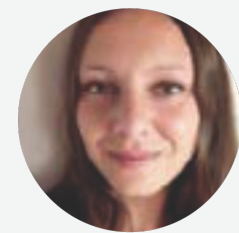
Methodological support in developing integrated programming and approaches (e.g. GESI sensitive DRR&EWS, NRM, Livelihood, MSD, Climate Change, etc)

PROTECTION MAINSTREAMING

Development/review of technical documents (SoPs, guidelines, capability statements, strategy documents); Support in the development of country-level strategies and policies incorporating Protection Principles, Protection Mainstreaming, Gender Equality and Social Inclusion, PSS

Integration of Protection, GESI and PSS into different sectors and stages of PCM (mainstreaming approach), in line with PIN tools and approach to ProGESI and Donors’ requirements

Development of specific thematic activities and programming (e.g. PSS programming; Women Empowerment, including the adaptation of PIN Her Safety Approach)



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PSYCHOSOCIAL (PSS) TECHNICAL ADVICE, SUPPORT, GUIDANCE AND CAPACITY DEVELOPMENT

- Development/review of internal **PSS TOOL, GUIDELINES, SOPS** for providing structured PSS for children and adults.
- Development and provision of **TRAININGS AND TOTS ON PSS, 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 PSS programming or PSS integration in relevant proposals (e.g. Education in Emergencies).
- Support the **INTEGRATION OF PSS (PSS MAINSTREAMING)** in relevant Programme interventions (e.g. education in development contexts)
- Development of **PSS MEAL TOOLS** to measure the impact and effectiveness of PSS interventions



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BEHAVIOUR CHANGE

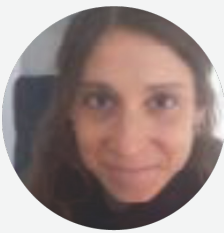
- TRAINING** PIN and partners' staff on behaviour change in our programming
- Designing and conducting **FORMATIVE RESEARCH** that helps us to understand people's environment and climate change related behaviour
- Helping missions with describing behaviour change in their proposals
- Designing and evaluating **BEHAVIOUR CHANGE STRATEGIES** in the emergency and development context
- Managing PIN's website www.behaviourchange.net



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CONFLICT SENSITIVITY

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



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ENVIRONMENTAL MAINSTREAMING

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**

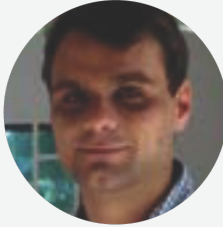
Support for CPs in greening their operations (offices, logistics, procurement)

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

Support in designing and implementing ,greening‘ activities in PIN´s projects



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