

## **“Addressing the well-being and security needs of urban children and adolescents in Indonesia in the digital era”**

### **Consultant for Safe Communities Safe Schools (SCSS) in Indonesia –**

#### **DIGNITY Position Description**

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##### **Description:**

Young people in urban Indonesia face serious challenges that increase their vulnerability to violence, crime, mental health issues, and social exclusion. Rapid urbanization has pushed many into overcrowded informal settlements marked by poverty, unemployment, and limited opportunities. Adolescents are increasingly involved in school brawls, gangs, and even terrorism. Marginalization and frustration drive anti-social behavior, while the digital era introduces new risks.

Indonesian government responses vary—from crackdowns to community programs—but often fail to address root causes or build resilience. This underlines the urgent need for targeted interventions that reduce risk and strengthen protective factors. Schools offer a key platform for such efforts, with growing evidence supporting culturally grounded school-based programs. Since October 2019, the SCSS-Indonesia project has been developing such initiatives. It is now in the implementation and evaluation phase. Our partner Universitas Indonesia (UI) has rolled out the “Family UNited” program in two Depok schools, while Universitas Syiah Kuala USK has launched the “Seulanga program” in two Banda Aceh schools. Each site requires tailored monitoring tools and a comprehensive, site-specific **“Process Evaluation”** and **“Outcome Evaluation”**.

##### **Overall responsibilities:**

Work in partnership with DIGNITY, CSVP, and local partner stakeholders to enhance the implementation of the selected programs and implement Monitoring, Evaluation and Learning (MEL) framework which includes **“Process Evaluation”** and **“Outcome Evaluation”**.

- The Consultant will support UI and USK teams in devising Process Evaluation strategies and building capacity for assessments (e.g., Readiness, Training Evaluation, mid-implementation Survey, Facilitator Feedback, Milestones & Benchmarks, Systems Change Tool, Outcome Harvesting).
  - a) The Consultant will utilize the expanded RE-AIM (Reach, Effectiveness, Adoption, Implementation, Maintenance) framework to evaluate both programs and the SCSS Model.
  - b) The Consultant will conduct systematic site observations to provide the CSPV team with data for finalizing the support plan and monitoring adherence.
  - c) The Consultant will assess implementation fidelity and monitor cultural adaptations.
  - d) The Consultant will train school teams to facilitate sustainability discussions, thereby supporting UI and USK in ensuring program sustainability.

- e) The Consultant will adapt Outcome Harvesting (developed by Ricardo Wilson-Grau) to detect systems change by capturing real-world results and tracing them back to system shifts.
- The Consultant will cultivate collaborative relationships with UI, USK, and four school teams to track project status and implementation.
  - The Consultant will oversee local stakeholders' data collection (training evaluations, attendance logs, facilitator feedback) to assess acceptability, appropriateness, feasibility, maintenance, readiness, and intermediate outcomes.
  - The Consultant will assist UI and USK teams in analyzing site-specific intermediate outcome data.
  - The Consultant will support the administration and monitoring of follow-up School Climate Surveys (Students, Parents, Staff) and the Action Plan Questionnaire in Depok and Banda Aceh (Sept–Nov 2025), ensuring adherence to timelines and standards.
  - The Consultant will collaborate with UI and USK team to analyze and report follow-up survey data, evaluating long-term school climate changes and action plan effectiveness.
  - The Consultant will submit reports in English (with brief Indonesian translations as needed) and ensure all Process Evaluation and Outcome Evaluation instruments are available in both Bahasa and English.
  - Additionally, the Consultant will prepare a scientific manuscript with DIGNITY and CSPV on the project's MEL framework for a peer-reviewed journal, detailing its design, implementation, evaluation methodologies, challenges, and evidence-based outcomes to advance scholarly discourse on program evaluation and systems change.

### **Qualifications and Skills:**

#### **Minimum Requirements**

- A doctoral degree (Ph.D., M.D., or ScD) in a relevant field (e.g., public health, rehabilitation medicine, clinical psychology, nursing, or social medicine).
- Proven proficiency in qualitative and quantitative methods.
- Advanced computing skills with expertise in specialized statistical packages (e.g., STATA, SPSS, R), including multivariate and clustering analyses and handling missing data.
- Sound knowledge of school-related programs, ideally in Indonesia.
- Demonstrated experience in policy analysis, multi-stakeholder coordination, and capacity building.
- Experience in developing tools and guidelines for practitioners and policymakers.
- Excellent written and oral communication skills in English.
- A strong work ethic, self-direction, and the ability to thrive in multicultural environments.
- Exceptional facilitation and interpersonal skills.

#### **Desirable Qualifications**

- Knowledge of the Indonesian context or fluency in Bahasa Indonesia is an asset.
- Familiarity with the Safe Communities Safe School (SCSS) model.
- Proven ability to meaningfully engage children and youth in programmatic work.

- Willingness to travel within Indonesia and the USA as needed.

**Terms of Employment:**

The Consultancy is scheduled to begin on July 8, 2025, for a duration of eight months. The Consultant will work remotely, with required travel to Jakarta and Banda Aceh, and will also travel to Boulder, Colorado, for data analysis with CSVP.

**Remuneration:**

The Consultant fee will be competitive and commensurate with experience and qualifications, in line with DIGNITY's policy and the funding framework of the project. Travel costs and per diem for fieldwork will be covered separately.

**Direct Supervisor:**

Shr-Jie Sharlenna Wang, MPH, PhD in Epidemiology, DIGNITY

For inquiries, please contact: [sjw@dignity.dk](mailto:sjw@dignity.dk)

**Application Process:**

Interested candidates are invited to submit the following documents:

- Curriculum Vitae (maximum 3 pages).
- Two references (to be contacted if shortlisted).
- List of publications
- Transcript from your educational institution

Please send your application to: [job@dignity.dk](mailto:job@dignity.dk) and [sjw@dignity.dk](mailto:sjw@dignity.dk)

Please indicate in the subject line: **Consultant – SCSS Indonesia**

Completed applications received by **23:59 Central European Time (CET), Tuesday, 13th May 2025**, will be given full consideration.