UNITED NATIONS CHILDREN'S FUND
GENERIC JOB PROFILE (GJP)

I. Post Information

Job Title: **Child Protection Officer (Prevention)** Supervisor Title/ Level: **Child Protection Specialist, NOC** Organizational Unit: **Programme** Post Location: **Madagascar Country Office**	Job Level: **Level 2** Job Profile No.: CCOG Code: **1L04** Functional Code: **CHI** Job Classification Level: **Level 2**

II. Organizational Context and Purpose for the job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programmes, in advocacy and in operations. The equity strategy, emphasizing the most disadvantaged and excluded children and families, translates this commitment to children's rights into action. For UNICEF, equity means that all children have an opportunity to survive, develop and reach their full potential, without discrimination, bias or favoritism. To the degree that any child has an unequal chance in life — in its social, political, economic, civic and cultural dimensions — her or his rights are violated. There is growing evidence that investing in the health, education and protection of a society's most disadvantaged citizens — addressing inequity — not only will give all children the opportunity to fulfill their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. It accelerates progress towards realizing the human rights of all children, which is the universal mandate of UNICEF, as outlined by the Convention on the Rights of the Child, while also supporting the equitable development of nations.

Violence against children remains widespread in Madagascar, with social and cultural norms continuing to favour violence as a form of discipline and child-rearing. According to MICS 2025, 9 in 10 children aged 1–14 experience violent discipline, while 8 in 10 experience psychological violence. Other protection risks, including violence against adolescent girls, child marriage and child labour, remain significant, with important geographic and socio-economic disparities, particularly affecting children and families in rural, remote and underserved communities. Child marriage is particularly prevalent, with 42% of women aged 20–24 married before age 18, while 25% of children aged 5–17 are engaged in child labour. These challenges are compounded by limited awareness of rights and services and unequal access to protection and response mechanisms.

Madagascar's child protection system remains fragile, fragmented and unevenly operational. While a policy and legal framework is in place, services remain limited, underfunded and concentrated in a small number of locations. Capacity for comprehensive case management, including assessment, referral, follow-up and sustained support, remains limited, with responsibilities often falling to community volunteers or civil society organizations in the absence of professional social work positions within government. Weak multisectoral coordination and limited integration with health, education and justice services further constrain system effectiveness. Since 2024, UNICEF has therefore supported the Government to shift towards a

systems-strengthening approach at national and subnational levels.

Prevention efforts also remain fragmented. A range of violence prevention approaches and initiatives are being implemented by government and partners, but these are not yet sufficiently aligned, with different actors often using different approaches, content, tools and delivery modalities. Prevention is also frequently organized around individual protection risks, requiring multiple parallel interventions to address the range of risks faced by children and families. This creates duplication and places additional demands on already limited technical, human and financial resources. In this context, UNICEF is supporting the Government and partners to structure and define a more coherent prevention package, bringing together harmonized, evidence-based approaches to prevent violence against children across different settings and age groups. This includes strengthening implementation, quality assurance, coordination and monitoring, and supporting the adaptation and scale-up of effective interventions through national and subnational systems.

Under the UNICEF Madagascar Country Programme 2024–2028, Child Protection focuses on strengthening a comprehensive, functional and resilient national and subnational child protection system. The programme encompasses: (1) strengthening the enabling environment; (2) preventing violence against children, including child marriage; and (3) strengthening quality response services, including social welfare, case management and justice services. UNICEF works closely with the Ministry of Population and Solidarities and other relevant government institutions, as well as international, national and local partners, to strengthen coordination, service delivery and monitoring of the child protection system.

Job organizational context:

The Child Protection Officer is to be used in a Madagascar Country Office where the Child Protection Programme is a component of the Country Programme. The Child Protection Officer reports to the Child Protection Specialist who is at Level 3.

Purpose for the job:

The Child Protection Officer reports to the Child Protection Specialist and provides professional technical, operational and administrative support throughout the child protection programming cycle, with a specific focus on strengthening and scaling up evidence-based approaches for the prevention of violence against children. The CP Officer contributes to the development, implementation, monitoring, documentation and scale-up of harmonized violence prevention interventions across key settings and delivery platforms, with a particular focus on community-based prevention, social and behaviour change (SBC), violence prevention in schools, and online violence prevention.

Specifically, in support of children's right to protection from all forms of violence, UNICEF works with the Government and partners to strengthen a coherent, evidence-based and integrated violence prevention offer that can be implemented at scale through national and subnational systems. Under the supervision of the Child Protection Specialist, the Officer will support the operationalization, quality implementation, monitoring and scale-up of prevention approaches across communities, schools and online environments, working closely with Education, SBC and other relevant sections, government counterparts and partners. The position will contribute to ensuring that prevention approaches are aligned, evidence-based, age-appropriate and adapted to different contexts, while supporting learning, documentation and the continuous improvement of interventions.

III. Key function, accountabilities and related duties/tasks

Summary of key functions/accountabilities:

1. **Support to programme development and planning**
2. **Programme management, monitoring and delivery of results**
3. **Technical and operational support to programme implementation**
4. **Networking and partnership building**
5. **Innovation, knowledge management and capacity building**

1. Support to programme development and planning

- Conduct and update the situation analysis for the development, design and management of child protection related programmes, with particular attention to the drivers, risk and protective factors related to violence against children. Research and report on development trends (e.g. economic, social, health) and data for use in programme development, management, monitoring, evaluation and delivery of results.
- Contribute to the development and establishment of sectoral programme goals, objectives, strategies, and results-based planning through research, analysis and reporting of child protection and other related information for development planning and priority and goal setting, with a particular focus on violence prevention.
- Provide technical and operational support throughout all stages of programming processes by executing and administering a variety of technical, programme, operational, and administrative transactions, preparing related materials and documentations, and complying with organizational processes and management systems, to support programme planning, results-based planning (RBM) and monitoring and evaluating of results, with a focus on violence prevention
- Prepare required programme documentations, materials and data to facilitate the programme review and approval process.
- Contribute to the identification, adaptation and strengthening of evidence-informed approaches to prevent violence against children across different settings and platforms, including community-based prevention, prevention in schools, online prevention, social and behaviour change (SBC), integration early childhood development and other relevant cross sectoral areas as required.
- Design evidence-informed prevention packages focused on community dialogues/sensitization with religious/community/opinion leaders on VAC/GBV/child marriage and reporting pathways; School-based prevention targeting students, teachers, parents, and school management committees, among other areas.

2. Programme management, monitoring and delivery of results

- Work closely and collaboratively with colleagues and partners to discuss implementation issues, provide solutions, recommendations and/or to alert appropriate officials and stakeholders for higher-level interventions and/or decisions. Support effective implementation of violence prevention interventions across relevant settings and platforms, including community, school and online environments, with attention to reaching underserved and vulnerable populations. Keep records of reports and assessments for easy reference and/or to capture and institutionalize lessons learned.
- Participate in monitoring and evaluation exercises, programme reviews and annual sectoral reviews with government and other counterparts to assess programmes/projects, including the implementation and effectiveness of violence prevention approaches, and to report on required action/interventions at the higher level of programme management.
- Monitor and report on the use of sectoral programme resources (financial, administrative and other assets), verifying compliance with approved allocations, organizational rules, regulations, procedures and donor commitments, standards of accountability and integrity. Report on critical issues and findings to ensure timely resolution by

management and stakeholders. Follow up on unresolved issues to ensure resolution.

- Prepare regular and mandated sectoral programme/project reports for management, donors and partners to keep them informed of programme progress, results, lessons learned and emerging issues related to violence prevention.
- Support the implementation and scale-up of violence prevention approaches, including community-based prevention, prevention in schools, online prevention and social and behaviour change interventions among others, integration early childhood development among other cross sectoral approaches, and working with government, partners and relevant UNICEF sections to strengthen local capacity, community engagement and linkages with relevant services and protection mechanisms.

3. Technical and operational support to programme implementation

- Conduct regular programme field visits and surveys and exchange information with partners/stakeholders to assess progress and provide technical support prevention of violence, including among others community-based prevention and prevention of VAC in school programmes. Take appropriate action to resolve issues and/or refer to relevant officials for resolution. Report on critical issues, bottlenecks and potential problems for timely action to achieve results.
- Provide technical and operational support to government counterparts, NGO partners, UN system partners and other country office partners/donors on the application and understanding of UNICEF policies, strategies, processes and best practices in child protection, to support prevention programme implementation including on national and global guidelines as INSPIRE framework, or safe WHO school guidelines.
- Support capacity strengthening of community and education actors to prevent violence against children and promote safe and protective environments, integrating cross sectoral approaches including gender and early childhood development.
- Support the availability and integration of safe, confidential and non-stigmatizing violence prevention interventions in community and school settings, including in humanitarian contexts.

4. Networking and partnership building

- Build and sustain close working partnerships with government counterparts and national stakeholders through active sharing of information and knowledge to facilitate programme implementation and build capacity of stakeholders to achieve and sustain results on child protection particularly on community-based prevention and school-based prevention related aspects.
- Participate in inter-agency meetings, events and coordination mechanisms, including those related to child protection and education, as relevant, to collaborate with inter-agency partners and contribute to the development and implementation of coordinated child protection and violence prevention programmes and strategies.
- Contribute to resource mobilization efforts for violence prevention programmes, including community-based, school-based, online and other relevant prevention approaches, by supporting partnership development, donor engagement and the preparation of resource mobilization materials, proposals and briefs.
- Draft communication, advocacy and information materials to support the promotion of child protection and violence prevention priorities, strengthen partnerships and alliances, raise awareness, and support resource mobilization efforts.

5. Innovation, knowledge management and capacity building

- Identify, capture, synthesize, and share lessons learned from designing and adaptation of

prevention against violence interventions, with a focus on community-based prevention, prevention of VAC in schools and online for knowledge development and to build the capacity of stakeholders including partners operating in humanitarian settings.

- Promote innovative approaches to increase participation of men/boys, ensure availability/functionality of reporting mechanisms, and link prevention to social and behaviour change.
- Research and report on best and cutting-edge practices on community-based prevention mechanisms and whole-school approach to prevent all forms of violence at school for development planning of knowledge products and systems.
- Participate as a resource person in capacity building initiatives to enhance the competencies of stakeholders.

IV. Impact of Results

The efficiency and efficacy of support provided by the Child Protection Officer to programme preparation, planning and implementation, contributes to the achievement of sustainable results to create a protective environment for children against harm and all forms of violence, and ensures their survival, development and well-being in society. Success in child protection programmes and projects in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to provide programme services for mothers and children that promotes greater social equality in the country.

V. UNICEF values and competency Required **(based on the updated Framework)**

i) Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability
- Sustainability

ii) Core Competencies (For Staff without Supervisory Responsibilities)

- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)

VI. Recruitment Qualifications

Education:	A university degree in one of the following fields is required: international development, human rights, psychology, sociology, anthropology, social and behavioral change, law, social work, or another relevant social science field.
Experience:	• A minimum of two years of professional experience in social development planning and management in child protection related areas is required. • Experience working in a developing country is considered as an asset. • Relevant experience in programme development in child protection related areas in a UN system agency or organization is considered as an asset. • Experience in both development and humanitarian contexts is an added advantage.
Language Requirements:	Fluency in French and English knowledge at intermediate level is required. Knowledge of another official UN language (Arabic, Chinese, Russian or Spanish) is an asset.