

TEMPORARY APPOINTMENT: Programme Officer (Spotlight Initiative) – P2		
UNICEF Malawi is seeking to engage a temporary appointment to provide coordination, technical support and advice to the development, implementation, monitoring, evaluation and reporting of UNICEF's joint efforts in the Spotlight Initiative in Malawi		
Engagement contract	Temporary Appointment	
Post Level	P2	
Location	Lilongwe	
Duration	8 months	
Supervisor	Direct supervision by Chief Child Protection	
Funding details	WBS	SC190121, SC210168
	Validity date	December 2022

1. ORGANIZATIONAL CONTEXT

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.

Strategic office context: The overall goal of the UNICEF Malawi Country Programme of Cooperation, 2019-2023, is to contribute to the Government of Malawi's efforts to implement and decentralize policies related to children, focusing on the most disadvantaged and deprived, to have their rights progressively respected and fulfilled so they can survive, grow and develop to their full potential in an inclusive and protective society. The country programme is aligned with country and UNICEF regional and global priorities and expected to contribute to the Malawi Growth and Development Strategy (MGDS) III, 2018-2022, and the United Nations Development Assistance Framework (UNDAF), 2019-2023, while concurrently working toward the achievement of the Sustainable Development Goals (SDGs).

Violence against women and girls (VAWG) is one of the most widespread, persistent and devastating human rights violations in the world today. It is a major obstacle to the fulfillment of women's and girls' human rights and development and therefore a threat to the achievement of the Sustainable

Development Goals. While there have been efforts to address and eliminate Sexual and Gender-Based Violence (SGBV) and Harmful Practices (HP) in the African region, with the objective to improve access to Sexual and Reproductive Health Rights (SRHR) awareness, progress has remained slow and uneven. It is increasingly clear that the elimination of all forms of SGBV and HP is intrinsically connected to transformation of gender and socio-cultural norms including those related to women's sexuality and reproduction; highlighting the need to improve boys' and girls' access to comprehensive sexuality education and sexual and reproductive health information and services.

In 2018, the UN Spotlight Team in Malawi (UNDP, UNFPA, UN Women and UNICEF), in close cooperation with the EU, Civil Society and the Government, partnered together to launch the national and sub-national consultation for developing the Spotlight Initiative Country Programme aimed at eliminating all forms of VAWG in Malawi under the global partnership of Spotlight Initiative.

The Spotlight Initiative (SI) is a global multi-year programme mobilizing commitments of political leaders to bring focused attention to the issues of VAWG, moving these issues into the spotlight and placing them at the centre of efforts to achieve gender equality and women's empowerment in line with the 2030 Agenda for Sustainable Development Goals (SDGs), specifically SDG # 5 on Gender Equality. The SI deploys targeted, large-scale investments in Asia, Africa, Latin America, the Pacific and the Caribbean, aimed at achieving significant improvements in the lives of women and girls. Malawi is one of the countries benefitting from SI and are committed to mobilizing partners and communities to contribute to this transformative global initiative.

The Initiative is built around six outcome areas after an extensive global theory of change exercise. The outcome areas are: 1) Laws and Policies; 2) Strengthening of Institutions; 3) Prevention and Social Norms; 4) Strengthening of access to essential services; 5) Data; and 6) Supporting Civil Society and the women's movement.

UNICEF is participating in outcome 4 and 5 and leading outcome 3. UNICEF Spotlight programmatic areas consists of 14 activities, spread across Education, C4D, Construction and Child Protection Sections. The EU-UN flagship initiative is a high-profile programme, which requires a cohesive approach to planning, implementation and monitoring within UNICEF Malawi including accountability with UNICEF ESARO and HQ/PD.

After a successful phase one, phase two of the initiative has commenced in 2022. The second phase of the initiative has a strong focus on sustainability. UNICEF Malawi is therefore looking for a dedicated coordinator to lead UNICEF Malawi's interventions through the Spotlight Initiative phase 2.

2. PURPOSE OF THE JOB

Under the overall guidance and direction of the Chief of Child Protection, the **Programme Officer (Spotlight Initiative)** is expected to provide technical guidance, operational support and coordination throughout all stages of programming to facilitate the management and delivery of results through key global, regional and country partnerships for UNICEF's efforts in the Spotlight Initiative.

The overall purpose of the Programme Officer is to coordinate UNICEF's efforts in the Spotlight Initiative (SI), within the Child Protection, Education and C4D interventions for the elimination of VAWG, with focus on sexual and gender-based violence, SRHR and harmful practices.

The incumbent will function in a matrix management structure, where there will be a matrixed reporting line. The incumbent will report directly to Chief of Child Protection and provide technical support to Education and Adolescents Section under the matrixed supervision of the Chief of Education and Adolescents Section.

3. KEY FUNCTIONS, ACCOUNTABILITIES AND RELATED DUTIES/TASKS

The Programme Officer will be responsible for the internal UNICEF Spotlight task team and be a member of the Core team of the Recipient United Nations Organization, with a specific focus on the following elements:

a) Coordination of UNICEF Spotlight

- Lead the UNICEF SI Task team and ensuring linkage between the three units working on SI; Education, Child Protection and C4D
- Coordination within UNICEF Country Office, HQ and with other UN agencies, including monthly core team meetings and monthly task team meetings
- Ensure quality input and coordination of SI outcome area 3 (Prevention and Social Norms), where UNICEF is the lead agency
- Ensure timely and quality input to outcome area 4 (Strengthening of access to essential services) and 5 (Data)
- Ensure monthly tracking of UNICEF progress under SI
- Produce updates to senior management and hold high-level stakeholder meetings when required

b) Technical support on Spotlight Initiative UNICEF Programmes

- Technical support to refurbishment of Community Victim Support Units
- Technical support to capacity building activities
- Reviewing of ToRs, reports, advocacy materials as needed
- Ensuring U-report polls on Spotlight is conducted regularly and distributed to partners and stakeholders
- Provide technical support to the Education and C4D components as requested

c) Financial overview

- Ensuring budget overview
- Tracking of budget revisions on SI

d) Planning and Reporting

- Ensure timely reporting on Spotlight Initiative UNICEF, with leading the annual, mid-year and quarterly reporting
- Undertake monitoring visits to project sites and support in reporting on any delays or changes
- Contribute to resource mobilization activities, draft reports, project proposals, TORs, advocacy materials and other relevant documents if required

- Support other programme activities related to child protection as required by the supervisor.

4. COMPETENCIES

Core Values

- Care, Respect, Integrity, Trust and Accountability

Core Competencies

- Demonstrates Self Awareness and Ethical Awareness (2)
- Works Collaboratively with others (2)
- Builds and Maintains Partnerships (2)
- Innovates and Embraces Change (2)
- Thinks and Acts Strategically (2)
- Drives to achieve impactful results (2)
- Manages ambiguity and complexity (2)

5. QUALIFICATIONS

Education:

- University degree in one of the following fields is required: International development, social science, human rights, psychology, or another relevant field.

Experience:

- At least 2 years of proven experience in coordination of gender-based violence programmes involving various stakeholders is required
- Sound experience in facilitation of multi-stakeholder meetings and/or workshops is required
- Demonstrated experience in coordination between different entities, such as UN, INGO and Government
- Work experience in a developing country is considered an asset
- Experience working with UN is considered an asset
- Experience working in a multi-cultural environment is considered an asset

Expected technical knowledge and skills:

- Professional expertise in gender equality with a special focus on protection, prevention and ending VAWG/HP is required
- Strong analytical and report writing skills are required
- Strong communication and teamwork competencies are required

Language:

- Fluency in English is required, both strong written and verbal skills

6. ENDORSEMENT OF TERMS OF REFERENCE:

Function	Name	Signature	Date	Comment
Prepared by	Sergiu Rusanovschi Child Protection Specialist		07.03.2022	
Reviewed by	Ronelle Sasser Human Resource Specialist		7 Mar 22	
	Kristina Wesslund Chief of Child Protection		07.03.2022	
	Simon Molendijk Chief Education and Adolescent Development		07-03-2022	
Endorsed by	Gerrit Maritz Deputy Representative		07.03.2022	
Approved by	Rudolf Schwenk Representative		9 March 2022	