GENERIC JOB PROFILE

I. Post Information	
Job Title: Social Policy Specialist (Development) – Quetta # 138378 **Supervisor Title/ Level:** Chief Field Office (P5) **Organizational Unit:** Programme	**Job Level:** NOC **Job Profile No.:** **CCOG Code:** **Functional Code:** **Job Classification Level:**

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 programs, 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.

Job organizational context: The Social Policy and Development Specialist, NO-C, is based in the UNICEF Field Office in Quetta and reports to the Chief Field Office, P-5, with technical guidance from the Chief of Social Policy

Purpose for the job:

The role of the Social Policy and Development Specialist is to support UNICEF field office Quetta to have an analytical and evidence-based understanding of the political, social, cultural, political economy and overall development context in the province which affect the programming environment, to help UNICEF to position itself to advance the rights of children. Under the general guidance of the Chief Field Office and technical guidance of the

Chief Social Policy, the incumbent is responsible for providing technical support to the implementation, monitoring, and evaluation of all stages of social policy programme and related advocacy from strategic planning and formulation to delivery of concrete and sustainable results, as well as lead the gender but also disability mainstreaming/ programming. This includes programmes aimed at improving

(a) public policies to reduce child poverty;

(b) social protection coverage and impact on children;

(c) the transparency, adequacy, equity and efficiency of child-focused public investments and financial management; and

(d) governance, decentralization and accountability measures to increase public participation and the quality, equity and coverage of social services. This encompasses both direct programme work with government and civil society partners as well as linkages and support to teams working on education, health, child protection, water and sanitation, and Nutrition. He/ she will also lead on cross-cutting issues such as gender and youth and adolescent development and support the Chief Field Office and other programme sections with advocacy and influencing of public policy making and public budgetary allocations.

III. Key functions, accountabilities and related duties/tasks

1. **Analysis of the development context and emerging development issues in the province to position UNICEF in the advancement of children's rights.**
   - Undertake robust analysis of emerging development contexts including the macroeconomic, social, political, cultural and political economy issues and dynamics, structures, norms and power relations and how they affect the development, implementation and financing of social sector policies, laws, and to optimize impacts on children especially the most vulnerable.

2. **Improving use of public financial resources for children.**
   - Facilitate and undertake budget analysis to inform UNICEF's advocacy and technical assistance to the departments responsible for Finance, planning and budget, and social sector ministries / departments to improve equitable allocations for essential services for children.
   - Monitor and update current information on provincial budgeting and spending patterns for social programs and decentralization status of social service on an ongoing basis to support advocacy for greater public resource and budget allocations for social development, the prioritization of resource allocation for children and universal coverage of essential services for children, to ensure that they reflect best interest of children.

   Undertake and build capacity of partners for improved monitoring and tracking of public expenditure to support transparency, accountability, and effective financial flows for essential service delivery, including through

support to district level planning, budgeting and public financial management as well as facilitating community participation.

3. **Strengthening social protection coverage and impact for children**

- Support the development of social protection policies, legislation and programmes with attention to increasing coverage of and impact on children, with special attention the most marginalized. Identify, generate and present evidence to support this goal in collaboration with partners.
- Promote strengthening of integrated social protection systems, providing technical support to partners to improve the design of cash transfers and child grants and improve linkages with other social protection interventions such as health insurance, public works and social care services as well as complementary services and intervention related to nutrition, health, education, water and sanitation, child protection and HIV as well as supporting the integration of social protection within ISD and SUCCESS initiatives.
- Undertake improved monitoring and research around social protection impact on child outcomes and use of data and research findings for strengthening programme results.

4. **Improving data on child poverty & vulnerability for increased use for policy and programme action**

- Support the collection, analysis and user-friendly presentation of data on multidimensional and monetary child poverty, including strengthening national capacity to collect routinely, report and use data for policy decision-making.
- Provide timely, regular data-driven analysis for effective prioritization, planning, and development; facilitate results-based management for planning, adjusting, and scaling-up specific social policy initiatives to reduce child poverty.

5. **Strengthened advocacy and partnerships for child-sensitive social policy**

- Support correct and compelling use of data and evidence on the situation of children and coverage and impact of child focused services — in support of the social policy programme and the country programme overall.
- Establish effective partnerships with the Government, bilateral and multilateral donors, NGOs, civil society and local leaders, the private sector, and other UN agencies to support sustained and proactive commitment to the Convention of the Rights of the Child and to achieve global UN agendas such as the Sustainable Development Goals.
- Identify other critical partners, promote awareness and builds capacity of partners, and actively facilitate effective collaboration within the UN family.

6. **UNICEF Programme Management**

- Manage and coordinate technical support around child poverty, social protection, public finance and governance ensuring it is well planned, monitored, and implemented in a timely fashion so as to adequately support scale-up and delivery. Ensure risk analysis and risk mitigation are embedded into overall management of the support, in close consultation with UNICEF programme sections, Cooperating Partners, and governments.

- Support and contribute to effective and efficient planning, management, coordination, monitoring and evaluation of thematic, cross sectoral and the evaluation of the country programme with focus on provincial priorities. Ensure that the social planning project enhances policy dialogue, planning, supervision, technical advice, management, training, research and support; and that the monitoring and evaluation component strengthens monitoring and evaluation of the social sectors and provides support to sectoral and decentralized information systems.
- Support CFO and provincial sections in maximizing results for children through convergence and integration of programme actions.
- Leveraging external resources through promoting non-transactional partnerships and collaboration with other stakeholders

7. Lead the Gender Equality Agenda

- Lead UNICEF work on gender equality in the field office through engagement with partners and supporting them to implement gender accelerators, enabling UNICEF to deliver its ambition to integrate gender quality outcomes across its all its programmes and to achieve gender equality targets.

8. Support to the Evaluation and Research function at PCO

- Support programme sections to identify strategic public sector initiatives and projects for in-depth research and impact evaluations, lessons learned, and knowledge building.
- Provide technical and coordination support to the social policy section in the evaluation activities including close coordination with the government and implementing partners during data collection.
- Coordinate and provide technical support for any studies planned by the social policy section.

IV. Impact of Results

The strategic and effective advocacy, planning and formulation of social policy programmes/projects and the achievement of sustainable results, contributes to the achievement of goals and objectives to create a protective environment for children and thus ensures their survival, development and well-being in society. Achievements in social policy programmes and projects in turn contribute to maintaining/enhancing the credibility and ability of UNICEF to provide programmes services for mothers and children that promote greater social equality in the country.

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

i) Core Values

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

iii) 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)
- Drives to Achieve Impactful Results (1)
- Manages Ambiguity and Complexity (1)

VII. Recruitment Qualifications

Education:	Advanced University Degree (master's degree or equivalent) in Economics, Social Policy, Public Policy, International Development, Political Science, Social Science, International Relations, Socio-Economic Development, or related field
Experience:	A minimum of five years of relevant professional work experience in social policy, social protection, child poverty, public finance, governance, policy analysis, programme planning or another related area is required. Solid understanding of the development context in Pakistan, including the country's decentralized governance structure. Developing country work experience and/or familiarity with emergency is considered an asset. Proven coordination and or networking skills engaging both development and humanitarian actors, familiarity with development and humanitarian processes.

	Excellent communication and presentation skills including ability to draft papers and policy briefs and to disseminate information effectively to a broad range of stakeholders.
Language Requirements:	Proficiency in English is required, and knowledge of the local language used in the duty station is preferred

VIII. Child Safeguarding	
Is this role a representative, deputy representative, chief of field office, the most senior child protection role in the office, child safeguarding focal point, or investigator (OIAI)?:	NO
Is this post a direct contact role in which incumbents will be in contact with children either face-to-face, or by remote communication, but the communication will not be moderated and relayed by another person?	NO
Is this post a child data role in which incumbent will be manipulating or transmitting personal-identifiable information on children such as names, national id, location data, or photos)?	NO
The selected candidate for this position will be required to engage with vulnerable children:	NO