



UNITED NATIONS CHILDREN'S FUND

I. Post information

Job Title: Child Protection Specialist (Child Rights Monitoring)
Position Number: 129919
Supervisor Level/Title: P4 CP Manager (Cabo Delgado)
Organizational Unit: Child Protection
Post Location: Pemba, Cabo Delgado, Mozambique

Job Level: P3
Job Profile No.:
CCOG Code:
Functional Code: CHI
Job Classification Level: L4

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, advocacy and 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 favouritism. 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, psychosocial well being, health, education and protection of a society's most disadvantaged citizens — addressing inequity — not only will give all children the opportunity to fulfil 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 Child Protection Specialist (child rights monitoring and focus on MHPSS programming) will be part of the Child Protection team based in Cabo Delgado. Under the overall guidance of the Chief of Field Office and the Chief of Child Protection, and under the direct supervision of the Child Protection Manager, and within the context of supporting the implementation of the UNICEF Strategic Plan, UNICEF Child Protection Strategy, the Child Protection Specialist provides leadership on the Mozambique CO Child Rights Monitoring Technical Working group and all other activities required for scaling up a CRM system in a new country. The incumbent will also work with external partners and UN agencies in enhancing child protection systems. The Child Protection Specialist will work closely with MCO senior management, the Chief of Field Office, and others, as well as with key partners to ensure coordinated action on this work. In line with UNICEF's Core Commitments for Children, the increase in reported violations requires the strengthening of the reach of an effective child rights monitoring mechanism and response scheme, in coordination overall CAAC programme. The Child Protection Specialist will also lead on the MHPSS Technical Working Group, co-led by UNICEF and Helpcode, driving forward a holistic approach to MHPSS through the Protection, Health and Education clusters.

Purpose for the job: The Child Protection Specialist will have a dual role in maintaining and strengthening the child rights monitoring system and reporting as well as influencing capacity of programming specifically in MHPSS. The Child Protection Specialist will develop and support the work of the office in the development and implementation of child rights monitoring mechanism, focusing on grave violations committed against children in the context of the armed conflict, and in supporting links between the monitoring and reporting, and advocacy and programmatic interventions to end and prevent such violations. The Child Protection Specialist will co-lead the strategic direction of the MHPSS TWG guiding actors with technical know how on how to respond to children affected by violations.

The Specialist contributes to the achievement of concrete and sustainable programme/project results according to plans, allocation, results based-management approaches and methodology and UNICEF's Country Programme and Strategic Plan, standards of performance and accountability framework.

III. Key function, accountabilities and related duties/tasks *(Please outline the key accountabilities for this position, and underneath each accountability, the duties that describe **how** they are delivered. Please limit to four to seven accountabilities)*

Summary of results-based key functions/accountabilities:

1. **Programme development, planning and management**
2. **Advisory services and technical support**
3. **Advocacy, networking and partnership building**
4. **Innovation, knowledge management and capacity building**
5. **Management support**

1. Programme development, planning, coordination and management.

- Coordinate, strengthen, and maintain outputs of, the Child Rights Monitoring Technical Working Group in Cabo Delgado, including, ensuring monitoring of violations are consistently linked with appropriate response services
- Management of the MRMIMS ensuring accurate data input and quality collation of the Global Horizontal Note in coordination with the Child Rights Monitoring technical working group.
- Development and implementation of localization strategy, ensuring community engagement in the child rights monitoring system.
- Support and collaborate UNICEF's work in security sector reform specific to child rights, child protection, six grave violations, prevention and response to CAAFAG. Bridge the military child protection systems with the government and civil society civilian child protection systems.
- Develop and implement a social behaviour change package with the social behaviour change team and colleagues.
- Monitor and facilitate referral of verified cases to appropriate agencies for response on grave child rights violations.
- Management and technical support to partnerships that include child rights monitoring and monitoring and reporting of the 6 grave violations and follow up of the related HACT procedures related to partnership management.
- Co-leadership of the MHPSS TWG ensuring effective leadership and strategic approaches to support Protection, Health and Education clusters.

2. Advisory services and technical support

- Strengthen capacity at country levels by developing inter-agency standard-setting guidance and tools to support the planning, implementation of UNICEF's Core Commitments for Children in Humanitarian Action.
- Provide technical advice to management on issues related to the grave child rights violations monitoring mechanism, resulting in strategic visibility and advocacy.
- Ensure Child Rights Monitoring Group advocacy is linked to the Maputo based CAAC Working group
- Participate in the formulation of policies for both inter-agency and UNICEF-specific work on the grave child rights violations monitoring mechanism.
- Improve programme and policy coherence and coordination across teams (units) within the Cabo Delgado Office and through engagement with other key actors.
- Lead in the development of formal and information reporting on child rights monitoring on the situation of children affected by armed conflict to inform the programmatic response and advocacy.
- Co-leadership of the MHPSS Technical Working group ensuring production of guidance and capacity building of Protection, Education and Health actors in the field of MHPSS related to conflict affected children.

3. Advocacy, networking and partnership building

- Develop and maintain inter-agency relationships to aid development of enhanced policy frameworks for the work around grave child rights violations monitoring mechanism.
- Proactively build and strengthen strategic partnerships through networking and advocacy with governments, UN system/agency partners, donors, internationally recognized institutions, NGOs, funding organizations, and the private sector in order to leverage these partnerships to achieve greater results for children.
- Work with the CP AoR team on reintegration for informally released and the leads of the CAAFAG Task force.
- Advocate and provide technical assistance to government agencies and congress to strengthen protection of children affected by armed conflict, in line with international law (and national law) ascribed to by the Government of Mozambique. Assist in building the sub-national technical and human resource capacity for the grave child rights violations monitoring mechanism.
- Strengthen the MHPSS technical working group membership and advocacy briefs throughout the Humanitarian Programme Cycle.

4. Innovation, knowledge management and capacity building

- Promote critical thinking and innovative approaches for grave child rights violations monitoring mechanism, where feasible. Work to institutionalize and disseminate best practices and knowledge learned.
- Collaborate with members in the developing and implementing the CRM-TWG's Capacity Building Training Plan. Facilitate in-person training to staff of member organizations and other staff of operational actors. Facilitate virtual online training (VOLT) packages
- Roll out a technical capacity building programme for local actors in Cabo Delgado.

5. Management support

- Provide support to the CP Manager in managing funds allocated to grave child rights violations monitoring mechanism by prioritizing activities to be funded, in line with the Annual Work Plan, and ensuring efficient and timely usage of funds vis-a-vis grant expiration dates.
- Provide support in establishing the Child Protection Section's Annual Work Plan in relation to grave child rights violations monitoring. This will include a key focus on strengthening monitoring and reporting of grave child rights violations in situations of armed conflict; developing strategies; setting priorities, targets and performance measurement indicators; and monitoring progress and results achieved according to performance standards.
- Lead or support development of proposals, briefing notes and visits related to CRM/CAAC

IV. Impact of results

- The strategic and effective advocacy, planning and formulation of child protection programmes/projects and the achievement of sustainable results contribute to the achievement of goals and objectives to create a protective environment for children against harm and all forms of violence and ensures their survival, development and well-being in society. Achievements in child protection programmes and projects in turn contribute to maintaining/enhancing the credibility and ability of UNICEF to provide programme services for mothers and children that promote greater social equality in countries.
- The decisions of the incumbent directly affect the UNICEF leadership role in the grave child rights violations monitoring mechanism.
- The recommendations of the incumbent will affect the direction of programming approaches; strategic planning and the development of future policies; and programmes and projects related to the grave child rights violations monitoring mechanism. They will also affect the quality of UNICEF advocacy and programme interventions around the children and armed conflict agenda.

V. Competencies and level of proficiency required

Core values

- Commitment
- Diversity and inclusion
- Integrity

Core competencies

- Communication (III)
- Working with people (III)
- Drive for results (II)

Functional competencies:

- Leading and supervising (II)
- Formulating strategies/concepts (II)
- Analysing (III)
- Relating and networking (II)
- Deciding upon and initiating action (II)
- Persuading and influencing (II)
- Applying technical expertise (III)

VI. Recruitment qualifications

Education:	An advanced university degree in human rights, international law or other relevant social science field is required. Two years of additional relevant work experience gained after obtaining a bachelor's degree accepted in lieu of an advanced degree.
Experience:	A minimum of five years of professional experience in human rights, international humanitarian law, child protection and/or other related areas at the international level, some of which were served in humanitarian contexts is required. Relevant experience in child protection, human rights and related areas, programme/project development and management in a UN system agency or organization is an asset. Experience in both development and humanitarian contexts is an added advantage.
Language Requirements:	Fluency in English is required. Knowledge of Portuguese/Spanish or Swaheli or another local language is an asset