



Classified Job Descriptions

Job Description Type:	Specific Job Description	Region:	EAPR
Category:	IP (International Professionals)	Country:	Thailand
Reason for Classification:	Revised responsibilities	Duty Station:	Bangkok
Level:	P-4	Office:	Thailand CO
Title:	Chief Child Protection	Section:	Child Protection
Title Information in Parenthesis:		Unit:	Programme
CCOG Code:	1L04	Case Number:	
UNICEF Code:	CHI	Post Number:	22596
Classified by:	Natalia Paquin	Classified Date:	4/23/2026

Organizational Context:	<p>In the next 5 years, Thailand Country Office aims to accelerate equitable human capital development and ensure that all children and adolescents, especially the most disadvantaged, benefit from stronger systems that protect their rights and expand their opportunities. In Thailand’s upper-middle-income context, UNICEF will contribute by focusing on catalytic interventions that help national systems address persistent inequities, improve efficiency and generate measurable long-term returns for children and society.</p> <p>Additionally, an upper-middle-income country (UMIC) context such as Thailand, UNICEF’s role is primarily catalytic, focusing on systems strengthening, policy reform, and leveraging domestic resources rather than direct service delivery. This position is under Programme pillar of the office structure as the most senior programme officer in the Child Protection area.</p>
Purpose of the Job:	<p>The Chief - Child Protection reports to the Deputy Representative Programme for general guidance and direction and provides strategic leadership to position UNICEF as a trusted technical partner and thought leader on child protection in an upper-middle-income country context. The incumbent leads high-level policy dialogue supports evidence-based reforms and strengthens financing strategies, and partnerships to ensure that successful models are institutionalized through domestic systems and sustained through national resources. This includes but not limited to addressing emerging child protection risks linked to digital environments, artificial intelligence and social media, and leveraging innovative financing mechanisms, including public finance and private sector partnerships, to sustain impact at scale.</p> <p>The Chief is responsible for managing and supervising child protection programmes/projects from strategic planning to delivery of concrete and sustainable contributions to national and international efforts to create a protective environment for children against all harm and to protect their rights to survival, development and well-being, as established under the Convention on the Rights of the Child, international treaties/frameworks and UN intergovernmental bodies; and in line with RMB approaches and UNICEF’s strategic plan.</p>
Key functions, accountabilities and related duties/tasks:	<p>1. Managerial leadership</p> <ul style="list-style-type: none"> - Establish the section’s annual work plan with the child protection team; set integrated priorities/targets and performance measurements. Monitor work progress and ensure results are achieved according to schedule and performance standards.

- Establish clear individual performance objectives, goals and timelines; and provide timely guidance to enable the team to perform their duties responsibly and efficiently. Plan and ensure timely performance management and assessment of the team.
- Supervise team members by providing them with clear objectives and goals, direction and guidance to enable them to perform their duties responsibly, effectively and efficiently.

2. Programme development and planning

- Provide technical advice and operational support to the preparation, design and updating of the situation analysis to ensure that current and comprehensive evidence based data on child protection issues is available to guide UNICEF's strategic policy advocacy, intervention and development efforts on child rights and protection, and to set programme priorities, strategies, design and implementation plans.
- In an upper-middle-income context, ensure programme strategies prioritize system-level reforms, policy influence and scalable models, including those addressing emerging risks such as technology-facilitated abuse, violence and digital safety.
- Lead the development of coalition-based partnerships, including with Government, private sector, digital platforms, financial institutions, academia and civil society, to influence policy, market behaviour and financing flows for child protection outcomes.
- Keep abreast of national, regional and international development priorities on child protection and rights to leverage UNICEF's position and competencies with donors, national governments, communities and constituents to advocate and promote child protection interventions, policies and social change to achieve goals on child's rights, protection, survival and wellbeing, as productive members of society.
- Supervise the development of child protection programmes/projects (as a full component of the CO and/or UNSDCF programmes). Establish plans of action, programme goals and results, using results-based planning methodology and terminology (RBM).
- Guide and coordinate the timely preparation of programme recommendations and related documentation for inclusion in the Country Office Programme recommendation ensuring alignment with overall UNICEF Strategic (Child Protection) Plans, regional strategies and national priorities, plans and competencies.
- Collaborate with national and global colleagues, partners and allies to develop partnership frameworks to address specific needs and to leverage action and resources for enhancing and scaling up child protection programmes/projects. Ensure synergy, integration, coherence, and harmonization of programmes/projects with UNICEF Strategic Plans and priorities, donors' development strategies/policies, national priorities/competencies and UN System development interventions/initiatives.
- Ensure DRR, emergency preparedness and climate sensitivity is contained in national programmes/projects to ensure the protection and well-being of children in cases of armed conflict, natural disasters and other emergency situations.

3. Programme management, monitoring and quality control of results

- Plan and collaborate on monitoring and evaluation initiatives to establish benchmarks, performance indicators and other UNICEF/UN system indicators, to assess and strengthen performance accountability, coherence and delivery of concrete and sustainable results in child protection programmes.
- Ensure that programme models are designed for scale through domestic systems and sustainable financing, including integration into national budgets and leveraging innovative financing mechanisms.
- Participate in major monitoring and evaluation exercises, programme reviews and annual reviews with government and other counterparts to assess progress and to engage stakeholders to take required action and interventions to achieve results.
- Prepare and assess monitoring and evaluation reports to identify gaps, strengths, and/or weaknesses in programme management. Identify lessons learned and use knowledge gained for development planning and timely intervention to achieve goals.
- Monitor programmes/projects to assess progress, identify bottlenecks and potential problems. Take timely decisions to resolve issues and/or refer to relevant officials for timely resolution.
- Plan, approve, monitor, certify, and control the use of programme resources (financial, human, administrative and other assets) certifying/verifying compliance with organizational rules, regulations and procedures, donor commitments and standards of accountability and integrity. Ensure timely reporting and liquidation of resources.

- Submit and prepare programme/project reports to donors and other partners to keep them informed on programme progress and critical issues.

4. Advisory services and technical support

- Provide technical advice to key government officials, NGO, UN system and other country office partners on strategies and best practices to influence approaches/policies, support social/economic/political/legal development planning & implementation, and to support delivery of results on child protection, human rights and other related issues.
- Provide strategic advice on emerging child protection risks, including those related to artificial intelligence, digital platforms and online environments, supporting Government to develop regulatory and policy responses.
- Coordinate and ensure the availability of technical experts (with Centres of Excellence/HQ) to ensure timely support throughout all stages of programming/project processes.
- Identify and scale innovative financing approaches, including blended finance, results-based financing and partnerships with private sector actors.
- Lead advanced analytics on child protection and translates data into policy-relevant insights, investment cases, and advocacy tools.
- Promote interoperable data systems and real-time analytics to support decision-making.
- Lead in country discussions on child protection emergency preparedness, programming and contingency planning to ensure proactive and appropriate responses are in place to meet onset of emergencies nationally, or in other designated locations.

5. Advocacy, networking and partnership building

- Build and lead strategic coalitions across Government, UN system, private sector (including technology and digital platforms), financial institutions, academia and civil society to influence policy, social norms and resource allocation for child protection outcomes at scale. Prepare communication strategies and implementation plans and activities for maximum communication impact and outreach to promote awareness, establish partnerships/alliances for sustainable results and support fund raising for UNICEF and Country Office child protection programmes and emergency interventions.
- Engage with public and private sector partners, including through UNICEF's fundraising and partnership (PSFR) mechanisms, to mobilize resources, influence business practices and support innovative financing for child protection systems.
- Participate and/or represent UNICEF in inter-agency (UNCT) discussions and planning on child protection and related issues to ensure organizational position, interests and priorities are fully considered and integrated in the UNSDCF process in development planning and agenda setting. Collaborate with inter-agency partners/colleagues on UNSDCF planning and preparation of programmes/projects including emergency preparedness.

6. Innovation, knowledge management and capacity building

- Promote innovation in child protection, including the use of digital technologies, data systems and artificial intelligence, while ensuring ethical, child-centred and rights-based approaches.
- Promote critical thinking, innovative approaches and good practices for sustainable child protection programme/project initiatives through advocacy and technical advisory services.
- Keep abreast, research, benchmark, introduce, and implement best and cutting edge practices on child protection management and information systems. Institutionalize and disseminate best practices and knowledge learned.
- Contribute to the development of policies and procedures and introduce innovation and best practices to ensure optimum efficiency and efficacy of sustainable programmes and projects.
- Organize, plan and implement capacity building initiatives to enhance the competencies of clients and stakeholders to promote sustainable results on child protection and related programmes/projects.

Impact of Results:

The strategic and effective advocacy, planning and formulation of child protection programmes/projects and the achievement of sustainable results, contributes to 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. In an upper-middle-income context, results are achieved through strengthening national systems, influencing policy and financing decisions, and enabling coalitions that sustain impact at scale.

Competencies and level of proficiency required:

Core Values:
Care
Respect
Integrity
Trust
Accountability
Sustainability

Core Competencies:
Nurtures, Leads and Manages People (2)
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)
Drive to achieve impactful results (2)
Manages ambiguity and complexity (2)

Recruitment Qualifications:

Education requirement: An advanced university degree in one of the following fields is required: International Development, human rights, psychology, sociology, international law, or another relevant social science field.

Experience required: A minimum of eight years of professional experience in social development planning and management in child protection related areas, at the international level, is required.

Experience working in an upper-middle-income country (UMIC) or commensurate experience in advanced policy environments is required.

Demonstrated experience in policy reform, systems strengthening is required

Proven ability to engage senior government counterparts and influence policy decisions is required.

Strong partnership skills with a proven track record in building alliances, platforms, or consortiums across government, private sector, development partners, and civil society is required.

Demonstrated experience in child online protection (including online safety, AI regulations or social media risks) is required.

Strong experience in using data, evidence, and financing to influence policy is an asset.

Experience in development, DRR planning and humanitarian contexts is an added advantage.

Language requirements: Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or local language of the duty station is considered as an asset.

Child safeguarding involves proactive measures to limit direct and indirect collateral risks of harm to children, arising from UNICEF's work, UNICEF personnel or UNICEF associates. The risks may include those associated with: physical violence (including corporal punishment); sexual violence, exploitation or abuse; emotional and verbal abuse; economic exploitation; failure to provide for physical or psychological safety; neglect of physical, emotional or psychological needs; harmful cultural practices; and privacy violations.

Certain UNICEF positions present elevated child safeguarding risks ("elevated risk roles") and candidates and/or incumbents may be subject to more rigorous vetting and training. Roles may be elevated risk roles because of significant unsupervised direct contact with children, their data, having a role in responding to safeguarding incidents, or being otherwise assessed as presenting an elevated risk. This position has been identified as being an elevated risk role, a child data role, a safeguarding response role, [and/or] [an assessed risk role].

Is this role a Representative, Deputy Representative, Chief of

Yes

Field Office, the most senior Child Protection role in the office, Child Safeguarding Focal Point, or Investigator (OIAI)?:

Is this post a Direct contact role in which incumbent 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?:

Yes

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)?:

Yes

The selected candidate for this position will be required to engage with vulnerable children:

Yes

Competencies and level of proficiency required:

Recruitment Qualifications:

Attachments:

[JD Chief Child Protection P4 TCO.pdf](#)

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