

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANTS

Title: Social Protection Expert (Policy Engagement)	Funding Code: TBC	Type of engagement: <input checked="" type="checkbox"/> Consultant	Duty Station: Maputo, Mozambique
Purpose of Activity/Assignment: To provide technical support to UNICEF and the Ministry of Labour, Gender and Social Action (MTGAS) in the development of the National Basic Social Security Strategy III (ENSSB III)			
<p>Background</p> <p>UNICEF Mozambique plays a central role in supporting the Government to strengthen and expand its national social protection system. This work aligns with the country's poverty reduction and human capital development priorities, as set out in national frameworks such as the <i>Plano Quinquenal do Governo</i> and in alignment with the Sustainable Development Goals. UNICEF has been a longstanding partner in building the foundational systems for noncontributory social protection, including support to the Basic Social Subsidy Programme (PSSB), contributing to reduce poverty and vulnerability of the elderly, disabled people and children. -reduction and human capital development priorities, as set out in national frameworks such as the -standing partner in building the foundational systems for non-contributory social protection, including support to the Basic Social Subsidy Programme (PSSB), contributing to reduce</p> <p>Through analytical work, technical assistance, and operational support, UNICEF contributes to policy development, system strengthening, and programme implementation. This includes evaluations and evidence generation, digitalization of delivery systems, improvements in grievance and feedback mechanisms, and strengthening of linkages across sectors such as nutrition and gender. In doing so, UNICEF acts as a balanced convenor, a technical leader, and a facilitator of cross-government coordination.</p> <p>UNICEF is currently supporting Government to develop the new 10-year strategy for social protection (ENSSB III), which will provide strategic direction for the sector and guide future investments. The development of ENSSB III will build on the achievements and lessons of its predecessor, with a renewed focus on:</p> <ul style="list-style-type: none"> • Enhancing programme effectiveness, including improved intersectoral coordination and system integration, particularly in the areas of digital payments, grievance mechanisms, and the E-INAS platform. • Strengthening efficiency within a constrained fiscal space, acknowledging structural underfunding of the sector from 2023–2025. • Expanding linkages between social protection and anticipatory or emergency response mechanisms, with increased conflict sensitivity and climate responsiveness. • Designing a sustainable financing strategy, including the exploration of climate finance and other innovative financing mechanisms. <p>In this context, UNICEF Mozambique is seeking the services of a national social protection expert (policy engagement) to support engagement with government and the review of the former strategy (ENSSB II) and the development of the ENSSB III, in close collaboration with partners and the senior social protection advisor.</p> <p>Scope of Work</p> <p>The objective of this consultancy is to support the Ministry of Labour, Gender and Social Action (MTGAS) in the development of the National Basic Social Security Strategy III (ENSSB III), covering the period 2026–2035. The strategy aims to consolidate and expand basic social protection mechanisms in Mozambique, ensuring they are more effective, inclusive, and resilient in the face of emerging challenges.</p> <p>Specifically, the consultancy will:</p> <ol style="list-style-type: none"> a) Support government engagement, review and finalisation of a social protection diagnostic looking at the implementation of ENSSB II, including an assessment of the efficiency, effectiveness, and quality of the actions implemented across its strategic axes and programmes. 			

b) Support to the development of a comprehensive proposal for ENSSB III, informed by the achievements and shortcomings of ENSSB II, current and emerging challenges (such as fiscal constraints, conflict and displacement in Cabo Delgado, climate change, and other emergencies), as well as lessons learned and best practices from both national and international experiences.

The ENSSB III proposal should include the following key components:

- A clearly defined mission and vision for basic social security in Mozambique.
- Adapted and/or innovative approaches to basic social security programmes.
- An integrated and realistic financing framework for the implementation of ENSSB III.
- A detailed and time-bound implementation plan.
- A proposed model for institutional dialogue and coordination, both across government sectors contributing to basic social protection, and between Government and other key stakeholders — including Development Partners, Civil Society Organisations, the Private Sector, and other relevant actors.

Duration & Location

This assignment will be based in Maputo, Mozambique. The expected period of performance is between February to May 2026, with an estimated 15 working days to be confirmed at contract finalization.

Child Safeguarding

Is this project/assignment considered as “[Elevated Risk Role](#)” from a child safeguarding perspective?

YES NO If YES, check all that apply:

Direct contact role YES NO

If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediately physical proximity, with limited supervision by a more senior member of personnel:

Child data role YES NO

If yes, please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (name, national ID, location data, photos):

More information is available in the [Child Safeguarding SharePoint](#) and [Child Safeguarding FAQs and Updates](#)

Budget Year: 2026	Requesting Section/Issuing Office: SPSPR Section, UNICEF Mozambique	Reasons why consultancy cannot be done by staff: Requires timely and specific expertise that MCO does not have.
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Included in Annual/Rolling Workplan: Yes. The need for this assignment has emerged in the context of the ongoing development of the new Government strategy for social protection.

<p>Consultant sourcing:</p> <p><input checked="" type="checkbox"/> National <input type="checkbox"/> International <input type="checkbox"/> Both</p> <p>Consultant selection method:</p> <p><input checked="" type="checkbox"/> Advertisement <input type="checkbox"/> Desk Review <input type="checkbox"/> Roster</p>	<p>Request for:</p> <p><input checked="" type="checkbox"/> New SSA – Individual Contract</p> <p><input type="checkbox"/> Extension/ Amendment</p>
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If Extension, Justification for extension: N/A			
Supervisor: Chief Social Policy and Research	Start Date: 23rd February 2026	End Date: 15 th May 2026	Number of Days (working): 20

Work Assignment Overview			
Tasks/Milestone:	Deliverables/Outputs:	Timeline	Payment schedule
Facilitate inputs by line ministries and provision of technical support to the social protection sector diagnosis.	Diagnostic report on the sector produced and validation session conducted	5	15%
Support development, review and feedback to government on the draft of the ENSSB III based on lessons learned and the diagnostic report	Draft ENSSB III (2026–2035) with Action Plan and Integrated financing strategy produced	9	40%
Support development of final version of the ENSSB III (2026–2035) with Action Plan and Integrated Financing Strategy	A PowerPoint presentation suitable for key stakeholders A Governance framework for the strategy, defining groups or committees responsible for monitoring the implementation of strategic actions.	4	25%
Support finalization and dissemination of the ENSSB III (including action plan and integrated financing strategy)	Validation seminar conducted and final report produced	2	20%
Total		20 days	100%

Estimated Consultancy fee	Estimated daily fee TBA	20 Days	TBA
Travel International (if applicable)	Not applicable	-	-
Travel Local (please include travel plan)	One trip	-	TBA
DSA (if applicable)	5 days	-	TBA
Total estimated consultancy costsⁱ			TBA

<p>Minimum Qualifications required:</p> <p><input checked="" type="checkbox"/> Bachelors <input type="checkbox"/> Masters <input type="checkbox"/> PhD <input type="checkbox"/> Other</p> <p>Enter Disciplines: Bachelors degree in social sciences, especially economics, demography, social protection, social development, public finance, public policy, or other related fields.</p>	<p>Knowledge/Expertise/Skills required:</p> <ul style="list-style-type: none"> • A minimum of 10 years of experience in the development and evaluation of social protection strategies, policies, and programmes within the Mozambican context. • Strong knowledge and understanding of Mozambique’s social action and social protection policies and strategies. • Demonstrated leadership skills and the ability to work in a multicultural environment. • Strong analytical and report writing skills. • Familiarity with ENSSB II and/or relevant national, regional, and international social protection frameworks and instruments. • Excellent command of both Portuguese and English (oral and written).
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<p>Administrative details:</p> <p>Visa assistance required: <input type="checkbox"/></p> <p><input checked="" type="checkbox"/> Home Based <input type="checkbox"/> Office Based:</p>	<p>If office based, seating arrangement identified: <input type="checkbox"/></p> <p>IT and Communication equipment required: <input type="checkbox"/></p> <p>Internet access required: <input type="checkbox"/></p>
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ⁱ Costs indicated are estimated. Final rate shall follow the “best value for money” principle, i.e., achieving the desired outcome at the lowest possible fee. **Consultants will be asked to stipulate all-inclusive fees, including lump sum travel and subsistence costs, as applicable.**

Payment of professional fees will be based on submission of agreed deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant

Text to be added to all TORs:

Individuals engaged under a consultancy or individual contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.

The selected candidate is solely responsible to ensure that the visa (applicable) and health insurance required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.

UNICEF offers [reasonable accommodation](#) for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.