



**UNITED NATIONS CHILDREN'S FUND  
GENERIC JOB PROFILE (GJP)**

### **I. Post Information**

Job Title: **Child Protection Officer – Social Norms**

Supervisor Title/ Level: **Child Protection Specialist - Social Norms/NOC position number 16670**

Organizational Unit: **Programme**

Post Location: **Port Sudan, Sudan**

Job Level: **Level 2**

Job Profile No.:

CCOG Code: **1L04**

Functional Code: **CHI**

Job Classification Level: **Level 2**

### **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, 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.

The Sudan Free of FGM (SFFGM2) programme is based on keeping all girls and women uncut and advocating for gender equality and equal opportunities to be afforded to all children and youth. SFFGM2 programme contributes to the Government of Sudan's National Action Plan to Abandon FGM Within a Generation (2020-2030). A strategic component of the National Action Plan is promoting positive social transformation and actively engaging and encouraging communities to collectively decide to abandon the practice, ultimately reducing prevalence among girls (0-14) years and accepting the change in the norm of cutting.

Since then efforts were exerted to join forces of stakeholders from government, UN agencies, International NGOs, civil society and through focused programming such as that supported by FCDO to the Sudan Free of FGM programme that commenced in 2013. This FCDO and national-led programme substantially increases in Sudan the UK's support to efforts to end FGM in Africa, building upon the UK's support to the multi-country United Nations Joint Programme (JP) on ending FGM/C. This support is provided separately through a centrally managed regional programme over 5 years across 17 countries.

Previous efforts supported by UNICEF gave a special focus to strengthening community structures and empowering them to accept Saleema as a new norm for keeping girls intact.

Various interventions have been designed to articulate the way forward for communities.

These included various community dialogue sessions, capacity building to community facilitators and use of the existing community structures that are catalytic to change and ownership of decisions to abandon. All of this has created a momentum for change at the community level reaching to public declarations by thousands of communities, indicating a trend of a social movement towards abandoning the practice. The path to FGM abandonment in Sudan must be forged from and propelled by the Sudanese people, with support from UNFPA, UNICEF and WHO.

Unfortunately, the military coup of 25 October 2021, and the armed conflict erupted on April 15 2023 between Sudanese Armed Forces (SAF) and the Rapid Support Forces (RSF), brought about a more fluid environment with uncertainties in the implementation landscape. In line with UNICEF's Core Commitment for Children in Humanitarian Action, UNICEF child protection section in Sudan is implementing interventions to address response, mitigation, and prevention of gender-based violence, alongside the nexus humanitarian-peace-development. This includes strengthening synergies with existing programs on GBV prevention, namely the UN joint programs and joint initiatives promoting abandonment of harmful practices (FGM and child marriage), to reduce the stigma around sexual violence and increase access to case management services for GBV survivors.

**Job organizational context:**

The Child Protection Officer GJP is to be used in a Country Office (CO) where the Child Protection Programme is a component of the Country Programme (or UNDAF). The Child Protection Officer reports to the Chief, Child Protection or Child Protection Specialist who is at **Level 3**.

**Purpose for the job:**

The Child Protection Officer reports to **Child Protection Specialist - Social Norms** for supervision. The Child Protection Officer provides professional technical, operational, and administrative assistance throughout the programming process for child protection programmes/projects within the Country Programme from development planning to delivery of results. H/She prepares, executes, manages, and implements a variety of technical and administrative programme tasks to facilitate programme development, implementation, programme progress monitoring, evaluating, and reporting.

The need to properly respond to the national and international call for attention and action on FGM/C and CM and other social norms related issues generates the need for further support to the social norms team. The applicant is expected to manage, coordinate, and monitor the SFFGM2 program. S/he will provide a significant contribution to the social norms work through monitoring implementation, coordinating with UN agencies, government ministries and other partners and reporting on all related activities.

**III. Key function, accountabilities and related duties/tasks**

**Summary of key functions/accountabilities:**

1. Support to programme development and planning with focus on SFFGM2/GJP

2. Programme management, monitoring and delivery of results
3. Technical and operational support to programme implementation
4. Networking and partnership building
5. Innovation, knowledge management and capacity building
7. Lead on FGM/CM IMS and with exiting referral system in place

**1. Support to programme development and planning with focus on SFFGM2/GJP**

- Conduct and update the situation analysis for the development, design and management of child protection related programmes/projects with special attention to SFFGM2/GJP. Research and report on development trends (e.g. economic, social, health) and data for use in programme development, management, monitoring, evaluation and delivery of results.
- Contribute to the development and establishment of sectoral programme goals, objectives, strategies, and results-based planning through research, analysis and reporting of child protection and other related information for development planning and priority and goal setting.
- Provide technical assistance to the National Council for Child Welfare by strengthening systems used in collecting and analyzing data, field assessments and different sources of information. S/he will be playing a key role in providing in a compiled and analytical form the necessary information, including through graphic means such as mapping, tables, charts and narrative writing.
- Participate in inter-agencies (UNFPA, UNICEF and WHO) discussions and planning on FGM/C and related issues. Collaborate with inter-agency partners/colleagues planning, monitoring and reporting of programmes/projects.
- Prepare required programme documentations, materials and data to facilitate the programme review and approval process.

▪ **Programme management, monitoring and delivery of results**

- Work closely and collaboratively with colleagues and partners to discuss SFFGM2/ GJP implementation issues, provide solutions, recommendations and/or to alert appropriate officials and stakeholders for higher-level interventions and/or decisions. Keep records of reports and assessments for easy reference and/or to capture and institutionalize lessons learned.
- Participate in monitoring and evaluation exercises, programme reviews and annual sectoral reviews with government and other counterparts to assess programmes/projects, and to report on required action/interventions at the higher level of programme management.
- Monitor and report on the use of sectoral programme resources (financial, administrative and other assets), verifying compliance with approved allocations, organizational rules, regulations, procedures and donor commitments, standards of accountability and integrity. Report on critical issues and findings to ensure timely resolution by management and stakeholders. Follow up on unresolved issues to ensure resolution.
- Prepares routine reports for FCDO and Canada on results of visits and progress. Collects and assembles data and information about FGM and Child marriage issues and provides updated information on programme financial and administrative status for analysis and report purposes.

- Provide technical assistance to FGM IMS / National Council for Child Welfare through technical assistance, capacity building to partners on data collection, management and analysis.
- Lead on Saleema social marketing and Born Saleema.
- Extend the values of Saleema (accepting to uncut daughters and girls) to public spheres that can be catalyst to FGM/C abandonment especially within the health sector where most of the practitioners of cutting are affiliated.

## **2. Technical and operational support to programme implementation**

- Conduct regular programme field visits and surveys and exchange information with partners/stakeholders to assess progress and provide technical support. Take appropriate action to resolve issues and/or refer to relevant officials for resolution. Report on critical issues, bottlenecks and potential problems for timely action to achieve results.
- Provide technical and operational support to government counterparts, NGO partners, UN system partners and other country office partners/donors on the application and understanding of UNICEF policies, strategies, processes and best practices in child protection, to support programme implementation.
- Generate evidence and data on the dynamics of FGM/C and CM and to advocate for endorsement of FGM Article 141 and operationalization of National Action Plans to address FGM and Child Marriage in Sudan.
- Support the workflow of the social norms team under the SFFGM2 programmes at national and state levels.
- Co- Lead on FGM Evaluations, Survey, Studies and Assessments, stand for the Review committee with logistical support to data collectors and data analysis and presentation.

## **3. Networking and partnership building**

- Build and sustain close working partnerships with government counterparts and national stakeholders through active sharing of information and knowledge to facilitate programme implementation and build capacity of stakeholders to achieve and sustain results on child protection.
- Participate in inter-agency meetings/events on programming to collaborate with inter-agency partners/colleagues on UNDAF operational planning and preparation of child protection programmes/projects, and to integrate and harmonize UNICEF's position and strategies with UNDAF development and planning processes.
- Build on the WLOs mapping and provide technical and institutional support to leverage WLOs capacity in Humanitarian settings

## **4. Innovation, knowledge management and capacity building**

- Identify, capture, synthesize, and share lessons learned for knowledge development and to build the capacity of stakeholders.
- Apply innovative approaches and promote good practices to support the implementation and delivery of concrete and sustainable programme results.

- Research and report on best and cutting edge practices for development planning of knowledge products and systems.
- Participate as a resource person in capacity building initiatives to enhance the competencies of clients and stakeholders.
- Nourish and scale up existing initiatives such as Girls Clubs, Confidential corner and mobile Cinema.

#### **IV. Impact of Results**

The efficiency and efficacy of support provided by the Child Protection Officer to programme preparation, planning and implementation, contributes to the achievement of sustainable results to create a protective environment for children against harm and all forms of violence, and ensures their survival, development and well-being in society. Success in child protection programmes and projects in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to provide programme services for mothers and children that promotes greater social equality in the country.

#### **V. Competencies and level of proficiency required (based on UNICEF Professional Competency Profiles.**

##### **Core Values**

- Care
- Respect
- Integrity
- Trust
- Accountability

##### **Core Competencies**

- 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)

##### **Functional Competencies**

- Analyzing (2)
- Applying technical expertise (2)
- Learning and researching (2)
- Planning and organizing (2)

## VI. Recruitment Qualifications

|                        |   |
|------------------------|---|
| Education:             | A university degree in one of the following fields is required: Human rights, psychology, sociology, international law, Economic, or another relevant social science field.   |
| Experience:            | <p>A minimum of two years of professional work experience in Social norm with prior experience in FGM and CM related fields</p> <p>Relevant experience in programme development in child protection related areas in a UN system agency or organization is considered as an asset.</p> <p>Experience in both development and humanitarian contexts is an added advantage.</p> |
| Language Requirements: | Fluency in English and Arabic is essential. Knowledge of another official UN language (Chinese, French, Russian or Spanish) is an asset.  |