



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

## I. Post Information

Job Title: **Child Protection Officer**  
Supervisor Title/ Level: **Child Protection Specialist / Level 3**  
Organizational Unit: **Programme**  
Post Location: **Tamatave, Madagascar**

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.

### **Job organizational context:**

The Child Protection Officer is to be based in Tamatave where UNICEF is currently implementing a multi-sectoral response programme following cyclone Gezani in February 2026. The Child Protection Officer reports to Child Protection Specialist, Level 3 who is based in the Country Office in Antananarivo. The Child Protection Officer will work in close collaboration with the Chief of Field Office of the Fenerive Est field office currently deployed to Tamatave to coordinate UNICEF's emergency response.

### **Purpose for the job:**

The Child Protection Officer reports to the Child Protection Specialist for supervision. The primary purpose of the position is to lead the planning, coordination, and implementation of UNICEF's Child Protection in Emergency (CPiE) response programme in Tamatave, ensuring timely, effective, and quality delivery of interventions following cyclone Gezani. The incumbent provides professional technical, operational, and administrative support throughout the programme cycle — from response planning and design to implementation, monitoring, and reporting — to ensure that child protection services are effectively delivered to affected populations. H/She prepares, executes, manages, and oversees a range of technical and administrative programme tasks to facilitate emergency programme implementation, monitor progress, evaluate results, and ensure

timely reporting.

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

#### **Summary of key functions/accountabilities:**

- 1. Support to programme development and planning**
- 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**

#### **1. Support to programme development and planning**

- Conduct and regularly update rapid and in-depth child protection situation analyses in Tamatave and surrounding cyclone-affected areas, including protection risk assessments (GBV, family separation, child labour, psychosocial distress, etc.), to inform the design, scale-up and adaptation of UNICEF's Child Protection in Emergency (CPiE) response.
- Contribute to the development of emergency child protection programme goals, objectives, strategies and results-based plans aligned with humanitarian response plans (e.g., Flash Appeal, HRP), government emergency priorities and inter-agency coordination mechanisms.
- Provide technical and operational support throughout all stages of the emergency programme cycle, from rapid response planning to transition/recovery, ensuring compliance with UNICEF emergency procedures, Core Commitments for Children (CCCs), and results-based management (RBM) principles.
- Prepare and contribute to emergency programme documents (HAC inputs, donor proposals, sitreps, concept notes, budgets and workplans) to facilitate timely internal review, approval and resource mobilization for CPiE interventions in Tamatave.

#### **2. Programme management, monitoring and delivery of results**

- Coordinate closely with field office leadership, government counterparts and humanitarian partners in Tamatave to address implementation bottlenecks, propose corrective measures, and escalate critical child protection concerns requiring higher-level intervention.
- Support the implementation and monitoring of emergency child protection interventions, including case management, family tracing and reunification, mental health and psychosocial support (MHPSS), community-based child protection mechanisms, and prevention/response to violence, abuse and exploitation.
- Participate in joint monitoring missions, real-time evaluations and humanitarian sector reviews to assess the effectiveness, coverage and quality of CPiE interventions and recommend programme adjustments based on evolving protection risks.
- Prepare timely and high-quality emergency programme reports (SitReps inputs, donor reports, humanitarian updates) to keep management, donors and partners informed of progress, challenges and results achieved for children in affected communities.

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

- Conduct regular field visits to cyclone-affected communities, displacement sites and service delivery points in Tamatave to assess protection risks, monitor service quality, and provide on-site technical guidance to partners.
- Provide technical support to government counterparts, NGOs and community-based organizations on the implementation of CPiE interventions in line with UNICEF policies, international standards (including the Minimum Standards for Child Protection in

- Humanitarian Action) and national child protection frameworks.
- Support the establishment and strengthening of referral pathways and inter-sectoral coordination (with Health, Education, WASH, Nutrition and GBV actors) to ensure integrated and child-centered emergency response services.
  - Identify operational bottlenecks and emerging child protection risks and propose timely corrective measures to ensure continuity, accessibility and quality of services during the emergency phase.

#### **4. Networking and partnership building**

- Build and maintain strong working relationships with regional and local government authorities, social service workforce actors, civil society organizations and community leaders in Tamatave to ensure coordinated and sustainable child protection interventions.
- Actively participate in child protection sub-/sector coordination meetings and inter-agency humanitarian forums to contribute to joint planning, information sharing, gap analysis and harmonization of approaches, and provide support to the Regional Directorate of Population in ensuring the coordination of the protection sector.
- Support resource mobilization efforts for the CPiE response by researching potential funding opportunities, contributing to proposals and preparing briefing notes and advocacy materials highlighting urgent child protection needs in cyclone-affected areas.
- Draft communication and advocacy materials to raise awareness of child protection risks in emergencies and promote accountability to affected populations.

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

- Identify, document and disseminate lessons learned and good practices from the CPiE response in Tamatave to inform ongoing programming and future emergency preparedness and response efforts.
- Promote innovative and context-appropriate approaches (including community-based mechanisms) to improve the reach, quality and efficiency of emergency child protection services.
- Contribute to the development of knowledge products, guidance notes and tools tailored to the humanitarian context in Madagascar.
- Support and participate in capacity-building initiatives for government and NGO partners, including training and mentoring on CPiE standards, case management, psychosocial support, prevention of sexual exploitation and abuse (PSEA), and emergency preparedness.

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

The efficiency and effectiveness of the support provided by the Child Protection Officer in planning, coordinating, and implementing UNICEF's Child Protection response in Tamatave directly contributes to the timely delivery of quality interventions for children and families affected by cyclone Gezani. By ensuring that child protection services are accessible, well-coordinated, and responsive to identified risks, the incumbent supports the creation of a protective environment that safeguards children from violence, abuse, exploitation, and neglect during emergencies. Successful implementation of emergency child protection programmes strengthens UNICEF's credibility and leadership in humanitarian response, reinforces partnerships with government and other actors, and enhances the organization's capacity to promote the survival, development, and well-being of children, while advancing equity in the country.

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

### i) Core Values



- Care
- Respect
- Integrity
- Trust
- Accountability

### ii) 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)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)

## VI. Recruitment Qualifications

Education:	A university degree in one of the following fields is required: social work, international development, human rights, psychology, sociology, international law, or another relevant social science field.
Experience:	<p>A minimum of two years of professional experience in social development planning and management in child protection related areas is required.</p> <p>Experience working in humanitarian crisis response is considered an advantage.</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 Malagasy and French is required. Knowledge of English is an asset.

	<u>Signatures:</u>
<p><b>Prepared by:</b> Lisa Zimmermann, Chief Protection  <b>Date:</b> 9 March 2026</p>	
<p>Verified by : Alain DOME, HR Manager  <b>Date:</b></p>	 <p style="text-align: center;"><b>Alain DOME</b>  <del>Human resources Manager</del>  UNICEF Madagascar</p>
<p><b>Approved by:</b> Christine Jaulmes,  Representative  <b>Date:</b></p>	