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TERMS OF REFERENCE

Consultant – UNICEF-UNHCR joint approach to National Child Protection Systems Strengthening

CONTRACT MODALITY	Individual Consultancy
DUTY STATION	**Home-based/Remote**
DURATION OF CONTRACT	16 Months

Purpose of Assignment:

As the leading UN organizations working for refugees and for children, UNHCR and UNICEF have established a Strategic Collaboration Framework to promote the inclusion of refugees in national child protection systems of host countries and to bring about transformational change for refugee children and their families. By prioritizing inclusiveness, this collaboration intends to supplement the ongoing humanitarian efforts with a robust focus on ensuring refugee children's welfare and rights within host countries. The collaboration has set objectives to establish leadership in child protection; among them is to ensure the inclusion of refugee children in national protection systems, provide high-quality child protection services to all children (both from the refugee and host communities), and foster a sense of empowerment among communities to safeguard the well-being of these groups.

The agencies' respective HQ child protection teams have agreed to a joint approach to national child protection system strengthening and joint specific objectives, including:

- Technical support on high impact interventions towards refugee children inclusion and strengthening specific elements of national child protection systems;
- Strategic policy advocacy initiatives to advance South to South learning, promote experience sharing amongst key governments and civil society stakeholders;
- Learning products, guidance and synthetized evidence to accelerate inclusion through investments in key programmatic priorities identified as inclusion accelerators.

This approach is supported by PROSPECTS, a groundbreaking multi-year programme financed by the Government of the Netherlands and first launched in 2019. The programme brings together the International Finance Corporation (IFC), ILO, UNHCR, UNICEF and the World Bank to test and scale new approaches to forced displacement in eight hosting countries in the Middle East and North Africa, East Africa, and the Horn of Africa regions – Egypt, Ethiopia, Iraq, Jordan, Kenya, Lebanon, Sudan, and Uganda. PROSPECTS aims to shift the paradigm from a humanitarian to a development approach in responding to forced displacement crises, by bringing together development and humanitarian actors, governments, the private sector, and forcibly displaced persons and host communities themselves meaningfully engaged as partners in designing and implementing solutions. Pillar three of PROSPECTS 2 (MAGRP 2024-2027), as well as the project "From Policy to Protection" funded through the Opportunity Fund grant (2026-2027), specifically supports the UNICEF-UNHCR agreed joint approach focused on the inclusion of all children in national child protection systems.

To advance this collaboration, UNICEF seeks to hire a consultant to work jointly with UNHCR and UNICEF to ensure the effective coordination of the child protection implementation of the global PROSPECTS initiative, fostering coherence and synergies between the different streams of work and providing technical assistance to country teams, with support from the global UNICEF and UNHCR team members.

Scope of Work

As per UNICEF commitment to the donor, the Dutch MFA, the consultant supports the joint UNICEF – UNHCR child protection programme under Pillar 3 of PROSPECTS 2 (MAGRP, 2024-2027) as well as the coordination of the project "From Policy to Protection" (Opportunity Fund, 2026-2027). More specifically s/he will contribute to the joint technical support on high impact interventions and joint strategic policy advocacy initiatives objectives. S/he also supports UNICEF and UNHCR global child protection teams regarding the joint learning products to accelerate inclusion and the interagency coordination and reporting components of the joint programme.

The consultant is formally supervised by the Child Protection Specialist, Child Protection System Strengthening and Care, UNICEF Global Programme Division based at Amman Centre of Excellence under the overall supervision of the Senior Advisor Child Protection (Violence Prevention and Response Systems). S/he supports the operationalization of the PROSPECTS programme in close collaboration with both UNICEF Senior Child Protection Specialist in Child Protection in Humanitarian Action team and UNHCR HQ child protection team.

Work Assignment Overview	Deliverables/ Outputs (SMART)*	Delivery deadline		
		Exact date to complete the deliverable	Input days	
Organisation of 16 planning and coordination meetings within UNICEF and between UNICEF and UNHCR CP teams	16 planning and coordination meetings organised and meeting minutes finalised and shared	29 February 2028	16	
Preparation and delivery of CP inputs to Global MEL session and MEL Outcome document, and support to countries' MEL sessions	• PPT summarizing CP achievements under PROSPECTS and the OF prepared and presented in the MEL Session 2027 • Support provided to CP country teams in preparation to their MEL Session	30 November 2027	16	
Documentation of good practices on key inclusion accelerators (SSW strengthening, SSW costing, inclusion measurement, CBCM) in 8 PROSPECTS countries	10-15 pages learning brief documenting good practices on key CP inclusion accelerators in the 8 PROSPECTS countries	30 July 2027	40	2 countries, 5 days/country (in MENA and ESAR) Sudan Egypt
Implementation of PROSPECTS 2 final workshop.	Final PROSPECTS workshop implemented with key stakeholders and workshop report finalized	30 September 2027	40	Amman, Jordan 7days
Organisation of 4 thematic technical meetings/deep-dives and meeting minutes finalized and shared.	Four thematic technical deep-dives organized on key programmatic areas and delivered to CP country teams	30 October 2027	10	
Organisation of the fourth edition of the UNICEF-UNHCR Joint Learning Series on inclusive CPSS	JLS organized and delivered	31 May 2027	30	
Support of the roll-out of the inclusion measurement toolkit in one country	Remote and in person technical support provided to one CO for the roll-out of the inclusion measurement toolkit	30 November 2027	40	1 country 7 days (in ESAR or MENA)

Support of the roll-out of the costing toolkit in one country;	Remote and in person technical support provided to one CO for the roll-out of the SSW costing toolkit	30 November 2027	40	1 country 7 days (in ESAR or MENA)
Maintenance of a central UNICEF and UNHCR PROSPECTS repository of documents and support to the design and feeding of the global multi-partner PROSPECTS learning platform	The UNICEF-UNHCR PROSPECTS repository accessible to staff and updated with documents, work products and materials Inputs provided to co-design the global PROSPECTS learning platform and to feed it with key CP products developed in the past years	31 December 2027	8	
Final reporting, programme closure and support to resource mobilization	Narrative and budget CP inputs provided into final PROSPECTS report Support to joint UNICEF-UNHCR resource mobilization for the inclusion of refugee children in national CPS	29 February 2028	40	

Payment Schedule:

Payment will be made on submission and acceptance of 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.

Important Notes:

- 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 for ensuring that the health insurance (and visa if applicable) 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.

QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT

Minimum requirements:

- **Education:** Masters degree on Social work, forced displacement, migration, law, social development, international development, social science, and other related disciplines.
- **Work Experience:**

- A minimum of 10 years of progressively responsible professional experience in child protection, migration, forced displacement, humanitarian and development programming, including substantial experience working with UNICEF, UNHCR, IOM and/or other international organizations, NGOs, or inter-agency partnerships.
- Demonstrated expertise in national child protection systems strengthening, including (refugee) inclusion programming, social service workforce strengthening, cross-border case management, policy development, and systems-based approaches in humanitarian and development contexts
- Proven experience providing technical assistance and strategic support to multi-country and multi-stakeholder initiatives, including coordination with governments, UN agencies, donors, civil society organizations, and development partners.
- Extensive experience in programme planning, monitoring, evaluation, accountability and learning (MEAL), knowledge management, evidence generation, donor reporting, development of learning products, and programme documentation.
- Demonstrated experience supporting resource mobilization efforts, development of technical proposals, donor engagement, and preparation of strategic reports, briefs, guidance notes, and advocacy products.
- Proven experience organizing and facilitating regional or global workshops, learning events, technical exchanges, webinars, and communities of practice

- **Language Requirements:**
- Proficiency in English is essential. Knowledge of another UN language/s highly desirable.
- **Knowledge/Expertise/Skills:**
- Excellent analytical, writing, editing, and synthesis skills, with demonstrated ability to produce high-quality technical guidance, policy briefs, learning products, donor reports, and knowledge products for diverse audiences.
- Strong understanding of refugee-inclusive child protection systems strengthening, child protection system benchmarks, social service workforce strengthening, migration and displacement issues affecting children, and humanitarian-development nexus approaches.
- Sound knowledge of UNICEF and UNHCR child protection frameworks, humanitarian action principles, refugee coordination mechanisms, and international standards relating to child protection, migration, and forced displacement.
- Strong presentation, facilitation, and public-speaking skills, including experience delivering global and regional learning events and technical workshops

- Excellent stakeholder engagement and relationship-management skills, including the ability to work effectively with governments, UN agencies, donors, academic institutions, NGOs, and civil society partners.
- Demonstrated experience in inter-agency coordination, partnership management, and facilitating collaboration across multiple organizations and geographical regions.

Desirables:

- Previous experience working on UNICEF-UNHCR joint initiatives and partnerships.
- Experience supporting global or regional programmes on refugee inclusion and child protection systems strengthening.
- Experience developing guidance, tools, learning products, and evidence syntheses related to child protection systems strengthening, social service workforce strengthening, inclusion measurement, and/or cross-border case management.
- Experience coordinating multi-country programmes funded by institutional donors and supporting donor reporting and accountability requirements.
- Experience in the PROSPECTS programme or similar refugee inclusion and systems-strengthening initiatives is an advantage.