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|  | **UNITED NATIONS CHILDREN’S FUND** |

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| **I. Post Information** |
| Job Title: **Research Specialist, Harmful Practices**Supervisor Title/ Level: Chief – Research on Gender, Rights, and Protection. P-5 Organizational Unit: **Global Office of Research & Foresight**Post Location: **Remote with travel for field missions and meetings as required.**  | Job Level: **Level /P-3**Job Profile No.: CCOG Code: Functional Code: Job Classification Level: Duration: 12 months, May 1 2024 to April 30 2025  |

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| 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**: **UNICEF Innocenti –** **Global Office of Research and Foresight** was created in September 2022 from the merger of two former UNICEF offices: the Office of Research-Innocenti, and the Office of Global Insight and Policy. The merger brings together the organization’s leading research and foresight expertise to establish a single unified office that will expand UNICEF’s knowledge base and its capability to act on the basis of evidence. UNICEF views research and foresight as complementary functions that can deepen the organization’s understanding of complexity in the present, and our planning for the future of children. **UNICEF Innocenti undertakes and commissions research** on emerging or current issues of relevance for children and child rights. The office links research and global trends analyses to influence policies, programming, and advocacy, as well as innovations, and to drive future strategies and vision of the organization and the child rights agenda more broadly amongst governments, private sector, and other institutions. **UNICEF Innocenti uses foresight to set the agenda for children** uncovering emerging trends and deepening understanding of key issues facing girls and boys and serving as a go-to office for advising UNICEF and a diversity of actors, including governments, the United Nations, private sector, civil society and children and young people themselves in the face of the continually changing global economy, political and security environment. **UNICEF Innocenti also strives to lead global discourse** by creating an enabling environment and platform for children and young people along with global influencers and decision-makers to transform their contributions into future strategies, policies and actions of UNICEF and the world. Thereby positioning children and UNICEF at the centre of the global conversation through prominent external engagement, communication, and influenceThe Specialist reports to the Chief, Research on Gender, Rights and Protection, P-5. **Purpose for the job:** The UNICEF Innocenti – Global Office of Research and Foresight undertakes high-quality research that contributes to evidence-informed policymaking. The Gender, Rights and Protection team through the STAR (Strategic Technical Assistance for Research) Initiative to end harmful practices supports the UNFPA-UNICEF Global Programme to End Child Marriage and the Joint Programme to Eliminate Female Genital Mutilation (FGM) through the generation of robust evidence on eliminating harmful practices to achieve effective outcomes for adolescent girls and women, worldwide. The STAR Initiative has evolved in ***role*** (from technical support to 5 child marriage studies to now delivering a full-suite of evidence support to 30 countries across 4 workstreams); ***visibility*** (increased demand for guidance on what works; increased requests from regional and country offices for STAR to implement operational research), and ***impact***(application of STAR-supported evidence in programme and policy design including the development of the Phase III Global Programme Strategy). The Gender, Rights and Protection team at UNICEF Innocenti is seeking an experienced and motivated Research Specialist to lead the STAR Initiative to End Harmful Practices.The STAR Initiative has four streams: (1) Evidence generation throughcomprehensive technical research support to UNICEF and UNFPA offices across 30+ countries and 4 regions, the implementation of cross-national research studies (2) Research prioritisation to set, shape and promote research that fills critical gaps; (3) Capacity-strengthening of national and local actors to generate and use evidence, and (4) Evidence synthesis to promote the translation of research into practice through international partnerships and networks. The post-holder will contribute to STAR’s portfolio of work across the following workstreams: * + - * Research prioritisation (leadership and oversight in the development and updating of global and national research agendas).
* Evidence generation (including technical support delivery to 30+ countries);
* Evidence synthesis and knowledge translation - production of evidence synthesis outputs);
* Capacity-building (delivery of national and local capacity-strengthening workshops and learning clinics); and
* Knowledge translation (presentations on what works, how and why).

This role reports directly to the Chief of Gender, Rights and Protection research and will work closely with the Chief to raise the profile and influence of the STAR Initiative through tangible actions, collaboration and investment in evidence production and use among Global and Joint programme country, regional and HQ staff, donor and policymaker communities, and global efforts to end child marriage and FGM prevention and response, more broadly.The Specialist will be responsible for the following:1. **Thought leadership and strategic direction:** Contribute to thought leadership, and provide technical guidance and support to the Global Programme to End Child Marriage and the Joint Programme to Eliminate FGM and partners to guide evidence-based decision-making to promote adolescent rights and protection; Advise internal and external partners (including UNICEF HQ staff, country and regional offices, donors) on latest research and developments in issues drawing from a deep knowledge of the evidence base on harmful practices and related gender, rights and protection issues
2. **Programme planning and performance monitoring:** Lead the planning and execution of the STAR Initiative including strategic priorities and objectives, and work plan on harmful practices and adolescents research; Identify strategic opportunities to deliver impact across the areas of research prioritisation, evidence generation, capacity-building and knowledge translation for uptake through review of country and regional workplans; and monitor and assess progress towards results in evidence generation, use and impact.
3. **Technical leadership and capacity building:** Supervise delivery of technical support to countries and assure quality of contributions. Lead production of cutting-edge evidence synthesis products to position UNICEF Innocenti and the Global Programme and Joint Programme as though leaders in harmful practices prevention and response; Ensure that research capacities of country office staff and national partners – government and civil society – are strengthened enabling them to increasingly engage in research and evidence-based programming.
4. **Partnership-building, networking, and advocacy:** Cultivate and manage long-term, trusting partnerships and collaborations with country and regional colleagues, UNICEF and UNFPA HQ, donors, and policymakers; Represent UNICEF Innocenti on harmful practices-related issues and lead on issue-specific program partnerships including with UN agencies, donor organization, international and national NGOs, academic institutions and professional networks; Raise the profile of the issue of research quality and evidence-based action to eliminate harmful practices through global advocacy and communications, including the conception, and delivery of compelling presentations to high-level stakeholders.
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| III. Key function, accountabilities and related duties/tasks  |
| **Summary of key functions/accountabilities:**  |
| **1. Thought leadership and strategic direction*** Provide thought leadership, technical guidance, and support to the Global Programme to End Child Marriage and the Joint Programme to Eliminate FGM, global partners, and donors to guide evidence-based decision-making;
* Advise internal and external partners (including UNICEF HQ staff, country and regional offices, donors) on latest research and developments in issues drawing from a deep knowledge of the evidence base on harmful practices and related gender, rights and protection issues;
* Provide policy advice and strategic thinking and positioning around harmful practices, adolescent girls, gender, rights and protection issues;
* Raise the profile of the issue of research quality and evidence-based action to eliminate harmful practices through convening and research dissemination, including the conception, and delivery of compelling presentations to high-level stakeholders.
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| **2. Programme planning and performance monitoring** * Lead the planning and execution of the STAR Initiative including strategic priorities and objectives, and work plan;
* Identify strategic opportunities to deliver impact across the areas of research prioritisation, evidence generation, capacity-building and knowledge translation for uptake through review of country and regional workplans.
* Guide the work planning of country and regional offices to ensure country offices and national partners use a well-prioritised, feasible and evidence-based plan of research and programming activities.
* Monitor and assess progress towards results in evidence generation, use and impact.
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| **3. Technical leadership and capacity-building*** Supervise delivery of technical support to Global and Joint Programme countries and assure quality of contributions. Provide oversight to team of research consultants to drive maximum performance.
* Lead production of cutting-edge evidence synthesis and research products to position UNICEF Innocenti and the Global Programme and Joint Programme as though leaders in harmful practices prevention and response.
* Develop guidance to support translation of evidence into programme or policy cycles.
* Ensure that research capacities of country office staff and national partners – government and civil society – are strengthened through tailored learning programmes to enable increasing engagement in research and evidence-based programming.
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| **4. Partnership-building, networking and advocacy*** Cultivate and manage long-term, trusting partnerships and collaborations with global partners, donors, country and regional colleagues, UNICEF and UNFPA HQ, donors, and policymakers.
* Deliver presentations to exchange knowledge and expertise to facilitate the achievement of programme goals to end harmful practices and promote the rights of adolescents.
* Represent UNICEF Innocenti and the Global and Joint Programme on harmful practices-related issues and lead on issue-specific program partnerships including with UN agencies, donor organisations, international and national NGOs, academic institutions, and professional networks.
* Help strengthen or create strong regional research networks to support in-country actions to end harmful practices.
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| IV. Impact of Results  |
| The strategic and effective advocacy, planning and formulation of gender, rights and protection programmes/projects and the achievement of sustainable results, contributes to the achievement of goals and objectives to create a protective environment for children against harm, all forms of violence and ensures their survival, development, and well-being in society. Achievements 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 and gender equality, globally. |

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| **V.** **UNICEF values and competency Required (based on the updated Framework)** |
| **i) Core Values** * Care
* Respect
* Integrity
* Trust
* Accountability
* Sustainability

**ii) Core Competencies** * Nurtures, Leads and Manages People (1)
* 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)
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| **VI. Recruitment Qualifications** |
| Education: | An advanced (minimum Masters level) university degree in one of the following fields is required: public health, international development, human rights, or another relevant social science field.  |
| Required Experience: | A minimum of seven years of progressive **research experience** related to harmful practices, adolescent rights, child protection, and gender equality.Successful track record in designing and providing technical research support on child marriage and FGM Strong record of evidence synthesis experience including designing and conducting systematic reviews of evidence related to child marriage and/or FGM demonstrating ability to synthesise research from diverse data sources.Demonstrated success in research program and project management focused on child marriage and FGM, including research program portfolio management, and research project metrics reporting with a growth mindset. Demonstrated ability to communicate evidence at all technical levels, effectively adjusting approach to meet varying needs and level of understanding of stakeholders. Strong record of delivering high-level presentations on evidence related to harmful practices. Talent to build and foster strong working relationships across cultural and organizational bounds and managing through influence.Demonstrated ability to collaborate effectively with individuals and teams at all levels, both internally and externally.  |
| Desirable experience | Demonstrated experience in using research to inform programme or policy design.Experience working with or within UN agencies and global or regional agencies. |
| Language Requirements: | Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language is an asset. |