



## UNITED NATIONS CHILDREN'S FUND JOB PROFILE

### I. Post Information

Job Title: **Child Protection Specialist- CPHA (Climate Change and GBV)**  
Supervisor Title/ Level: **Chief, Child Protection P5**  
Organizational Unit: **Programme - Child Protection, Dhaka**  
Post Location: **Dhaka, Bangladesh**

Job Level: **P3**  
Job Profile No.: **BAN22010**  
CCOG Code: **1L04**  
Functional Code: **CHI**  
Job Classification Level: **Level 3**

### 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.

In Bangladesh, as in other emergencies around the world, it is not unusual for women and girls to bear the brunt of emergencies which disproportionately disadvantage them as compared to men and boys. Gender stereotypes and deeply rooted social norms can put women and girls at risk, preventing them from accessing early warning systems, engaging in decision-making, or planning for preparedness. Women and girls are often excluded from disaster response administrative systems, and disaster risk management policies and procedures are often gender blind. Women and girls may face unequal access to aid, loss of documentation, inequities in property restitution, among many other gender-based challenges. Further, the COVID19 pandemic has underscored inequality and exacerbated vulnerabilities. The Rapid Gender Analysis (RGA) on COVID-19 in Bangladesh shows that 49.2% of women and girls perceive that safety and security is an issue due to the lockdown and loss of livelihoods, while 33% of women do not know where to call for help if they experience violence and 25.4% women think partner (husband) violence is justified (MICS, 2019). Also, there has been an increasing number of calls received through national helplines for violence against women.

In line with core elements of UNICEF's mandate, the organization in Bangladesh will be supporting states, civil society, and communities to prevent VACW including gender-based violence in emergencies and to ensure that appropriate systems and services are available and sensitive to the needs of survivors. UNICEF's efforts to address CP-GBV integrated programming are vital. UNICEF's response to Child Protection in Humanitarian Action (CPHA) and GBV is shaped by its humanitarian responsibilities and commitments set out in the Core Commitments for Children in Humanitarian Action (CCCs), the IASC GBV Guidelines, and the Minimum Standards for Child Protection in Humanitarian Action. The person to be recruited under the advertised position will support implementation of

UNICEF's mandate of prevention and response to VACW including in Humanitarian situation.

**Job organizational context:** The Child Protection Specialist is to be used in a Country Office (CO) where the Child Protection Programme is a component of the Country Programme (or UNSCDF). The Specialist reports to the Chief, Child Protection.

**Purpose for the job:** The Child Protection Specialist reports to the Chief, Child Protection. The Specialist supports the Chief in delivering UNICEF's strategic vision to strengthen inter-agency mechanisms to deliver results for children in natural disaster and climate change humanitarian settings including Cox's Bazaar. The Specialist will also contribute to knowledge development and for developing and leading child protection in emergency. The Specialist provides authoritative technical guidance and operational support to the field offices throughout all stages of programming to facilitate the management and delivery of concrete and sustainable contributions to national and international efforts to create a protective environment for children against all harm and to protect their rights to survival, development and wellbeing as established under the Convention on the Rights of the Child, international treaties/framework and UN intergovernmental bodies.

The Specialist contributes to the achievement of results according to plans, allocation, results based-management approaches and methodology (RBM), and UNICEF's Strategic Plans, standards of performance and accountability framework.

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

#### Summary of key functions/accountabilities:

1. **Support to programme/project 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**

- **Support to programme/project development and planning**
- Support the preparation, design and updating of the situation analysis for the CPHA programmes/projects to ensure that current and comprehensive data on child protection issues is available to guide UNICEF's strategic policy advocacy, intervention and development efforts on child protection, and to set programme priorities, strategies, and design and implementation plans. Keep abreast of development trends to enhance programme management, efficiency, and delivery.
- Manage strategic partnerships with Government and non-Government organizations and collaborate with national colleagues, partners and allies to develop and implement partnership frameworks that address the humanitarian needs of children in Bangladesh in accordance with the Humanitarian Needs Overview and to leverage resources for enhancing and scaling up child protection programmes/projects.
- Provide technical advice and operational support to Child Protection in Humanitarian Action programme planning, development, implementation, monitoring and reporting and guide programme priorities, strategies, design and implementation plans. This will include deciding on and initiating over-arching support to national and Cox's Bazaar field offices.
- Participate in strategic programme discussions on the planning of child protection programmes/projects. Formulate, design and prepare programme/project proposals for the sector, ensuring alignment with UNICEF's overall Strategic Plans and the Country Programme, as well as coherence and integration with the UN Development Assistance Framework (UNDAF), regional strategies and national priorities, plans and competencies.
- Support the Humanitarian-Development Nexus and ensure continuity between the two approaches
- Lead the Child Protection in Humanitarian pillar programme pillar of preventing and responding to VACW including GBV.

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

- Promote comprehensive integration of relevant cross-cutting issues including gender/climate change and effective collaboration responses with Health, WASH and Education
- Participate in monitoring and evaluation exercises, programme reviews and annual reviews with the government and other counterparts to assess progress and to determine required actions and interventions to achieve results.
- Prepare and assess monitoring and evaluation reports to identify gaps, strengths and/or weaknesses in programme management. Identify lessons learned and use knowledge gained for development planning and timely intervention to achieve goals.
- Actively monitor programmes/projects through field visits, surveys and exchange of information with partners to assess progress, identify bottlenecks and potential problems. Take timely decisions to resolve issues and/or refer to relevant officials for timely resolution.
- Monitor and verify the optimum and appropriate use of sectoral programme resources (financial, administrative and other assets) confirming compliance with organizational rules, regulations, procedures, donor commitments, as well as standards of accountability and integrity. Ensure timely reporting and liquidation of resources.
- Prepare regular and mandated programme/project reports for management, donors and partners to keep them informed of programme progress.

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

- Provide technical guidance and operational support to government counterparts, NGO partners, UN system partners and other country office partners and donors on the interpretation, application and understanding of UNICEF policies, strategies, processes, best practices, and approaches on child protection related issues to support programme management, implementation and delivery of results.
- Arrange and coordinate availability of technical experts with Regional Office/HQ to ensure timely and appropriate support throughout the programming process.
- Participate in child protection programme meetings, including programme development and contingency planning discussions on emergency preparedness in the country or other locations designated, to provide technical and operational information, advice and support.
- Draft policy papers, briefs and other strategic programme materials for management use, information and/or consideration.

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

- Build and sustain effective close working partnerships with relevant government counterparts, national stakeholders, global partners, allies, donors, and academia - through active networking, advocacy and effective communication - to build capacity, exchange knowledge and expertise, and to reinforce cooperation to achieve sustainable and broad results in child protection.
- Prepare communication and information materials for CO programme advocacy to promote awareness, establish partnerships/alliances and to support fund raising for child protection programmes and emergency interventions.
- Participate and/or represent UNICEF in appropriate inter-agency (UNCT) discussions and planning on child protection related issues to collaborate with inter-agency partners/colleagues on UNDAF planning and preparation of programmes/projects. Ensure organizational position, interests and priorities are fully considered and integrated in the UNDAF process for development planning and agenda setting.

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

- Apply and introduce innovative approaches and good practices to build the capacity of partners and stakeholders, and to support the implementation and delivery of concrete and sustainable programme results.
- Keep abreast, research, benchmark, and implement best practices in child protection management and information systems. Assess, institutionalize and share best practices and knowledge learned.
- Contribute to the development and implementation of policies and procedures to ensure optimum efficiency and efficacy of sustainable programmes and projects.
- Organize and implement capacity building initiatives to enhance the competencies of clients and stakeholders to promote sustainable results in child protection and related programmes/projects.

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

The strategic and effective advocacy, planning and formulation of child 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 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**

- 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)
- Drives to achieve impactful results (2)
- Manages ambiguity and complexity (2)

### **Functional Competencies**

- Analyzing (3)
- Deciding and Initiating action (2)
- Applying technical expertise (3)

## **VI. Recruitment Qualifications**

Education:	An advanced university degree in one of the following fields is required: international development, human rights, psychology, sociology, international law, or another relevant social science field.
Experience:	<p>A minimum of five years of professional experience in social development planning and management in child protection related areas is required.</p> <p>Experience working in a developing country is considered as an asset.</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 considered as an added advantage.</p>
Language Requirements:	Fluency in English is required. Knowledge of another official UN language or local language of the duty station is considered as an asset.

# Child Safeguarding Certification

(to be completed by Supervisor of the post)

**Child Safeguarding** refers to proactive measures taken to limit direct and indirect collateral risks of harm to children, arising from UNICEF's work or UNICEF personnel. Effective 01 January 2021, Child Safeguarding Certification is required for all recruitments.

1. Is this position considered as "elevated risk role" from a child safeguarding perspective?* If yes, check all that apply below.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
2a. Is this a Direct* contact role?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
2b. If yes, in a typical month, will the post incumbent spend <u>more than 5 hours</u> of direct interpersonal contact with children, or work in their immediate physical proximity, with limited supervision by a more senior member of personnel.  <i>*"Direct" contact that is either face-to-face, or by remote communicate, but it does not include communication that is moderated and relayed by another person.</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
3a. Is this a Child data role? *:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
3b. If yes, in a typical month, will the incumbent spend <u>more than 5 hours</u> manipulating or transmitting personal-identifiable information of children (names, national ID, location data, photos)  <i>* "Personally-identifiable information", in this context, means any information relating to a child who can be identified, directly or indirectly, by an identifier like a name, ID number, location data, photograph, etc. This is a "child data role".</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
4. Is this a Safeguarding response role*  <i>*Representative; Deputy representative; Chief of Field Office; the most senior Child Protection role in the office; any focal point that the office designated for Child Safeguarding; Investigator (Office of Internal Audit and Investigations)</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5. Is this an Assessed risk role*?  <i>*The incumbent will engage with particularly vulnerable children<sup>1</sup>; or Measures to manage other safeguarding risks are considered unlikely to be effective<sup>2</sup>.</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

<sup>1</sup> Common sources or signals of additional vulnerability may include but are not limited to: age of the child (very young children); disability of the child; criminal victimization of the child; children who committed offences; harmful conduct by the children to themselves or others; lack of adequate parental care of the children; exposure of the children to domestic violence; a humanitarian context; a migrant (refugee/asylum-seeking/IDP) context. No 'baseline' vulnerability will be set. Hiring Managers will need to use judgment, taking into consideration the implications that follow from an assessed risk role (additional vetting scrutiny, training).

<sup>2</sup> i.e. the role-risk will be compounded by other residual risks.

