

TERMS OF REFERENCE FOR TEMPORARY APPOINTMENT

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| Job Title | Social & Behaviour Change Specialist | Duty Station | Jakarta |
| Level | NOC | Section | Communication |
| Duration (maximum 364 days) | 364 days | Report to | SBC Manager |
| Estimated start date | 13 February 2023 | | |

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 favouritism. 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 — will not only give all children the opportunity to fulfill their potential but also lead to sustained growth and stability of countries. Therefore, 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 supporting nations' equitable development.

Job organizational context: The **Social & Behaviour Change Specialist (Capacity Building & Research)** is a core part of the Indonesia Country Office's cross-cutting change strategy, reporting to the SBC Manager.

Purpose for the job: The **Social & Behaviour Change Specialist (Capacity Building & Research)** provides technical and operational support for developing a systematic social and behaviour change (SBC) capacity-building and research strategy as an integral part of programme development, planning and implementation.

Through communication and engagement as well as the empowerment and participation of stakeholders, communities, children, civil society partners and government counterparts, s/he promotes measurable behavioural and social change programming which contributes to the achievement of sustainable and concrete results.

KEY FUNCTION, ACCOUNTABILITIES AND RELATED DUTIES/TASKS

Summary of key functions/accountabilities:

1. **Strategize SBC interventions promoting the rights of the child, focused on positive parenting and other behavioural priorities, through research and capacity-building interventions**
 2. **Provide technical support to UNICEF staff and wider stakeholders, including line ministries, in support of sectoral interventions**
 3. **Facilitate advocacy, networking and partnership building with a key focus on faith-based institutions**
 4. **Facilitate innovation, knowledge management and capacity building**
 5. **Design, guide and implement a supportive supervision strategy for quality program implementation**
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1. **Strategize SBC interventions promoting the rights of the child, focused on positive parenting and other behavioural priorities, through research and capacity-building interventions**
 - Design overall Social Behavior Change (SBC) capacity-building plan for UNICEF and partners, including selected national and sub-national government offices, IPs (Implementing Partners), FBOs (faith-based organizations), and other strategic partners.
 - Develop a standardized SBC training curriculum, including IPC skills, for SBC practitioners in the country.
 - Develop specific SBC training modules, including IPC (interpersonal communication) modules, on relevant development issues for training, self-learning, and fieldwork purposes.
 - Design SBC/IPC learning centres through line ministries/academia at the grass root level (sub-district or village) for SBC/IPC trainers to practice and strengthen their capacity through action research methodology.
 - Identify and review SBC-related research needs of UNICEF and partners and design overall SBC research activities plan in response to selected strategic needs.
 - Facilitate the development of SBC research modules and publications that contribute to building SBC research capacity in the country.
 2. **Provide technical support to UNICEF staff and wider stakeholders, including line ministries, in support of sectoral interventions**

- Implement SBC/IPC training program for UNICEF and partners, which includes 1) facilitating training sessions 2) collecting feedback to assess individual/institutional impact and 3) developing a database of SBC practitioners, trainers and researchers.
- Provide technical support to UNICEF sectors/partners in developing SBC plans, particularly on SBC-related methods or techniques.
- Design and implement evidence-generation SBC interventions through KAP (knowledge, attitude practices) on issues affecting the promotion of key behaviours.
- Provide technical support to UNICEF sectors/partners to develop and implement SBC-related research interventions to guide program design.
- Orient and share knowledge across key SBC partners and related stakeholders.

3. Facilitate advocacy, networking and partnership-building with a key focus on faith-based institutions

- Collaborate with internal CO colleagues to contribute to the development of strategies, approaches, policies and the planning of SBC social and resource mobilization initiatives in support of programmes/projects implementation and delivery of results, including the humanitarian response.
- Participate in CO strategic discussions to collaborate on policy and agenda setting for SBC advocacy and investments and related external relations and resource mobilization initiatives.
- Facilitate the establishment and development of the SBC/ IPC trainer forum to build the national/sub-national capacities including religious institutions.
- Facilitate the establishment and development of an SBC researcher forum to build and guide country-level SBC research capacities.
- Advocate with academia including religious universities and/or relevant professional associations (such as Indonesia Health Promotor and Educator Association) to incorporate SBC methods, including IPC methods, in their education or training courses.
- Advocate with relevant government offices at national and sub-national levels to incorporate SBC methodologies in their programs.
- Contribute to the establishment of the national SBC technical working group in collaboration with line ministries, donors, civil society organizations and other stakeholders.

4. Facilitate innovation, knowledge management and capacity building

- Engineer digital community engagement in SBC programming
- Support the design and implement innovative practices, approaches and the latest technology through media and social/digital platforms and networks for SBC that are appropriate/available for the CO context and audience.
- Institutionalize/share best practices and knowledge learned/products with global/local partners and stakeholders to build the capacity of practitioners and disseminate these products to key audiences including donors and partners.

5. Design, guide and implement a supportive supervision strategy for quality program implementation

- Develop supportive supervision guidelines to ensure quality SBC program interventions.

RECRUITMENT QUALIFICATIONS

Education:

An advanced university degree in one of the following fields is required: social and behavioural science, sociology, anthropology, psychology, education, communication, public relations or another relevant technical field.

Work experience:

- A minimum of five years of professional experience in Social Behaviour Change programming, training and research.
- Relevant experience in a UN system agency or organization is considered as an asset.
- Experience working in a developing country is considered as an asset.

Language proficiency:

Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language is an asset.