

TERMS OF REFERENCE
Child Protection Area of Responsibility (CPAoR) Coordinator, NOC
Based in N'Djamena, Chad with occasional travels within the country.

I. Post Information

Job Title: **Child Protection Area of Responsibility Coordinator**
Supervisor Title/ Level: **Chief Field Operations and Emergency Level 5**
Organizational Unit: **Programme**
Post Location: **Chad**

Job Level: **NOC**
Job Profile No.: **XXX HR to provide**
CCOG Code: **XXX**
Functional Code: **XXX**
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.

Job organizational context: The Child Protection Area of Responsibility (CP AoR) Coordinator intervenes in Chad Country Office (CO) where the Child Protection Programme is a component of the Country Programme. The CP AoR Coordinator reports to the Field Operations and Emergency, who is at Level 5.

Purpose for the job: As a global humanitarian organization, UNICEF has committed to the Interagency Standing Committee (IASC) to lead/co-lead four of the clusters/AoR that constitute the current humanitarian architecture: Child Protection, Education (UNICEF co-leads with Save The Children), Nutrition and WASH. This global leadership is replicated at a country level. In addition, to countries in which clusters have been formally activated, UNICEF plays a coordination role in other humanitarian contexts, by supporting national and sub-national sector coordination, leading or co-leading sectors or other coordination mechanisms, and providing coordination support in its areas of programmatic responsibility.

As part of UNICEF's Core Commitment for Children in Humanitarian Action, the CP AoR is expected to provide leadership and support to the national and sub-national child protection coordination structures within the Humanitarian Cluster Approach.

The clusters and the CP AoR have been activated in Chad since 2007 and UNICEF are leading it with the Ministry of Gender. At the provincial level, sub-clusters are activated in Bagasola in the

Lac province and working groups are set up in Gore in the Logone Oriental province.

The CP AoR Coordinator will provide leadership and representation of the AoR Working group. They will facilitate the processes that will ensure a well-coordinated, strategic, adequate, coherent, and effective response by participants in the sub-national AoR/ Sector/ Working Group that is accountable to those who are affected by the emergency. In their effort to provide an efficient and effective response to the humanitarian crisis, the Child Protection AoR Coordinator is responsible for building relationships with stakeholders, for securing the overall coordination of sectoral responses and for ensuring inter-sectoral collaboration at the sub-national level and for ensuring adequate coordination with the national level.

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

The post holder is responsible for providing predictable, timely and strategic leadership and representation for the AoR at national level to ensure a timely and effective national response. The post holder is responsible for leading a range of stakeholders, beyond their immediate direct reports, to work collectively towards the realization of a shared goal based on evidence.

The post holder's main tasks and responsibilities will include but not be limited to:

Coordination, representation, and leadership

- Ensure and maintain a coordination mechanism that facilitates the effective achievement of the cluster functions (as outlined by the IASC Reference Module) and the requirements of the HPC (HNO, HRP and CCPM) and which builds on pre-existing coordination structures where appropriate and furthers the development of current or future national and subnational capacities,
- Coordinate with the national AoR Working Group, ensuring alignment of work and priorities, effective communication, reporting and engagement between the levels,
- Ensure appropriate coordination and build partnerships with all relevant sector stakeholders at national level including government counterparts and national authorities, local, national, and international organizations, other AoR and affected populations as appropriate,
- Build complementarity of partner actions within the national AoR/ Sector/ Working Group, pro-actively negotiating with partners to avoid and resolve duplication and gaps,
- Coordinate, collaborate and represent the national AoR with stakeholders across all sectors, including through inter-cluster coordination fora, developing cross-sectoral relationships as appropriate.

Needs assessment and analysis.

- Contribute to the planning and implementation of needs assessment and analysis, including contributing to multi-sectoral needs assessments and joint analysis of need, at subnational levels,
- Analyze needs assessment data and work collaboratively with the national AoR partners to create analytical products, including an HNO based on evidence-based information.

Strategic response planning

- Coordinate strategic planning, response prioritization and the development of the sectoral response plan that is based on the HNO and aligned with national priorities, policies, and plans,
- Ensure all programme delivery modalities (in-kind, cash, voucher, and services) are given equal consideration in the strategic response planning and establish and implement systematic measures for supporting their consideration and use,
- Provide technical support to AoR partners to ensure activities are aligned with national priorities and communities' needs,
- Ensure that national AoR response planning is updated regularly according to evolving needs and that it establishes indicators by which performance of the national AoR can be

- measured,
- Engage with OCHA and other AoR/ Clusters/ Sectors/ Working Groups to contribute to the development of the HRP, representing the concerns of the AoR at national level.

Resource mobilization and advocacy

- Support partners' resource mobilization to promote the effective functioning of the national AoR and its response,
- Monitor, analyze and communicate information about national AoR/ Sector/ Working Group's financial situation and resource mobilization and identify appropriate actions to address gaps or constraints,
- Advocate for improved sectoral outcomes, network with advocacy allies and influence stakeholders' decision-making.

Implementation and monitoring

- Monitor, evaluate and report on the coverage, equity, quality, and progress of the response against the AoR strategy, priorities and agreed results at national level,
- Contribute to gap and coverage analysis to identify spatial and temporal gaps, overlaps and coverage of the AoR humanitarian response,
- Monitor the national AoR/ Sector/ Working Group's adherence to IASC cluster approach principles, relevant humanitarian and sectoral agreements, standards, initiatives and guidelines and encourage partners to make improvements.

Operational peer review and evaluation

- Participate in the annual cluster coordination performance monitoring (CCPM) exercise and annual review and contribute to other sectoral and humanitarian evaluations as appropriate.

Accountability to affected populations.

- Be accountable to the affected population by establishing inclusive and consultative feedback mechanisms and encouraging the involvement of affected population in the response,
- Ensure the inclusion of cross cutting issues (age, disability, gender, gender-based violence (GBV) mitigation and response and HIV & AIDS) in national AoR activities throughout the HPC,
- Encourage partners to demonstrate a positive and systematic approach to inclusion and diversity,
- Adhere to child safeguarding and PSEA policies including procedures for challenging and reporting incidents and ensure other members of the coordination team comply.

Strengthen national and local capacity.

- Encourage participation of local and national actors in national AoR activities and strategic decision-making, removing barriers to access,
- Contribute to the development of a capacity assessment and capacity strengthening strategy for AoR members and oversee implementation and harmonization of initiatives,
- Lead early warning, contingency planning, and emergency preparedness efforts for the national AoR/ Sector/ Working Group, ensuring adequate participation in inter-cluster early warning, contingency planning, and emergency preparedness activities.

IV. Impact of results

Working in partnership with national AoR members, the Child Protection AoR provides leadership and representation for the national AoR/ Sector/ Working Group. This contributes to the predictability and accountability of humanitarian action, in line with the aims of the cluster approach and IASC principles, and ensures that the humanitarian response is well-coordinated, strategic, adequate, coherent, effective and builds the resilience of the affected population. It also contributes to maintaining and enhancing the credibility and ability of UNICEF to fulfil its

commitments as Cluster Lead Agency, in line with the CCCs.

V. UNICEF values and competency required.

i) Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability
- Sustainability

ii) Core Competencies (For Staff with Supervisory Responsibilities)

- Nurtures, Leads and Manages People (2)
- 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)

VI. Recruitment qualifications

Education:

An advanced university degree in one of the following fields is required: law, human rights, social sciences international development, psychology, sociology, international law, or another relevant social science field.

Experience:

A minimum of five years of professional experience in social development planning and management in child protection in emergencies, cluster coordination/leadership, programme planning, management, monitoring, and evaluation is required.

Knowledge of the Chadian child protection system is required.

Relevant experience in programme development in child protection related areas in a UN system agency or organization is considered as an asset.

Experience in both development and humanitarian contexts is considered as an added advantage.

Experience in emergency planning and in the development of guidelines is highly desirable.

	<p>Proven ability to coordinate across multiple stakeholders is required.</p> <p>Familiarity with children's rights and gender in the context of emergencies is required.</p> <p>Excellent analytical and writing skills, advocacy, and presentational skills is required.</p> <p>Computer skills, including internet navigation and various office applications. Data collection, processing, and management skills with good handling of Excel is required.</p> <p>Demonstrated ability to work in a multi-cultural environment and establish harmonious and effective working relationships both within and outside the organization.</p> <p>Proven ability to work under pressure and unstable and emergency situations.</p>
Language Requirements:	Fluency in French. Knowledge of English and a local language is an asset.