UNITED NATIONS CHILDREN'S FUND
(Adapted GENERIC) JOB PROFILE

I. Post Information

POST NUMBER/ CASE NUMBER: **127623** POST/CASE NUMBER OF SUPERVISOR: **1020** REASON FOR CLASSIFICATION: **Creation of a Manager position encompassing Social Behavior Change and Gender programming** REGION/DIVISION: **ESAR** COUNTRY: **Burundi** DUTY STATION: **Bujumbura** OFFICE: **Burundi CO** SECTION: **Programme** UNIT: **SBC**	CATEGORY: **IP** PROPOSED LEVEL: **P4** JOB TITLE: **Programme Manager (Social Behaviour Change & Gender)** Functional Code: **CFD** ICSC CCOG Code: 1L05

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 programs, 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.

Social and Behaviour Change in UNICEF is a cross-cutting programme strategy that analyses and addresses the cognitive, social and structural determinants of individual practices and societal changes in both development and humanitarian contexts. SBC uses the latest in social and behavioral sciences to understand people, their beliefs, their values, the socio-cultural norms and the economic and institutional contexts that shape their lives, with the aim of engaging them and increasing their influence in the design of solutions for change. SBC brings social and behavioral evidence generation together with participation in community-led and human-centered processes. SBC is at the core of UNICEF's mandate, with corporate results across sectors revolving around behaviors like immunization, feeding practices, learning, hygiene, and positive discipline.

UNICEF SBC employs a mix of approaches including community engagement, strategic communication, applied behavioral science, service delivery improvement, systems

strengthening, social mobilization and policy advocacy to advance child rights, survival, development, protection and participation.

Gender equality is a priority for UNICEF, as manifested in its Gender Action Plan 2022–2025 (GAP). The GAP establishes UNICEF's intention to transform into a more gender-responsive organization with enhanced ambitions for gender equality across results areas. Programme priorities included in the GAP include girls' empowerment and transforming harmful gender norms from early childhood through adolescence.

Job organizational context:

The Programme Manager Social Behavior Change and Gender leads the social Behavior change and Gender Programme of a highly complex nature, under the direct supervision of the Deputy Representative Programme (P5 level) and overall guidance of the Representative (D1 level).

Purpose for the job:

The Programme Manager, Social Behaviour Change and Gender manages a unit with two mandates to accelerate sectors' achievements in support to the Country Programme : 1) provide technical expertise and support in SBC and Risk Communication and Community Engagement 2) promote gender support throughout all stages of programming in alignment with the Gender Action Plan. The Programme Manager is responsible for developing a systematic, planned and evidence-based strategy and process for SBC and Gender as an integral part of programme development, planning and implementation. Using appropriate social and behavioural science, as well as the empowerment and participation of stakeholders, communities, children, civil society partners and government counterparts, s/he promotes measurable behavioral and social change/mobilization.

S/he also performs the role of Gender Focal Point for the Office. As such, the Programme Manager provides technical guidance/operational support throughout all stages of programming to facilitate the management and delivery of results contributing to gender equality. S/he supports the development, implementation, and monitoring of high-quality gender programming/projects across sectors in alignment with the Gender Action Plan. This subsequently contributes to the achievement of sustainable and concrete results on improving children's rights, survival and well-being in the country.

III. Key function, accountabilities and related duties/tasks

Summary of key functions/accountabilities:
1. **Generate & Use Evidence:** Generate and utilize research, data, and evidence to inform the design, measurement, and monitoring of SBC and Gender transformative programs and outcomes in both development and emergency contexts and to build the evidence base for SBC
2. **Design, plan and implement:** Design, plan and implement SBC and Gender transformative activities that are backed by social and behavioural evidence and strong engagement and participation mechanisms in both development and humanitarian contexts

3. **Advocate & Build Partnerships**: Support operationalization of SBC and Gender transformative programs by advocating for SBC, mobilizing resources, coordinating across stakeholders, sectors and teams, and partnership building

4. **Build Capacities:** Promote continuous learning, strengthening and scaling up in SBC and gender transformative programs for both development and humanitarian contexts through capacity building for UNICEF staff and partners.

1. **Generate and utilize research, data, and evidence to inform the design, measurement, and monitoring of SBC programs and outcomes in both development and emergency contexts and to build the evidence base for SBC and gender transformative programs.**

- Establish clear SBC and Gender results framework and oversee data collection, tracking, monitoring, and reporting and disseminating SBC and Gender transformative results. Contribute to relevant UNICEF monitoring systems such as RAM.
- Synthesize and stay up to date with data, evidence and trends for social and behavioural and gender issues as well as assessments for disaster preparedness, response, recovery and resilience and ensure that SBC and Gender transformative interventions are evidence based.
- Provide leadership on the quality control of SBC and gender activities and products as needed.
- Provide leadership in promoting and disseminating best practices and innovative approaches and technology in SBC and Gender transformative programs and advocating for their uptake in sectoral programmes (internal and external).
- Oversee establishment of community feedback mechanisms and use of feedback to inform community engagement and SBC actions for disaster preparedness, response, recovery and resilience.

2. **Design, plan and implement SBC activities that are backed by social and behavioural evidence and strong engagement and participation mechanisms in both development and humanitarian contexts.**

- Advise on technical quality, consistency and relevance of SBC and Gender transformative activities and platforms for engagement, ensuring quality and integration of the latest evidence and UNICEF's programmatic approaches for development as well as humanitarian interventions.
- Provide advice and leadership in the development, implementation and monitoring of SBC and Gender transformative strategies, in line with global standards and UNICEF priorities and approaches.
- Approve and use resources as planned, manage and monitor programme funds and verify compliance with organizational guidelines, rules, regulations and standards.
- Guide on the development and coordination of SBC and RCCE plans for preparedness and response.
- Advise on the development and implementation of Accountability to Affected Populations frameworks, in collaboration with other sections and partners.

3. **Support operationalization of SBC and gender transformative programs by advocating for SBC and gender transformative programs, mobilizing resources, coordinating across stakeholders, sectors and teams, and partnership building.**

- Establish and maintain partnerships and resource mobilization opportunities to support SBC and gender equality. Advocate for UNICEF priorities within these mechanisms.
- Lead collaboration with national, regional and/or global partners to link and coordinate SBC and Gender transformative approaches.
- Mobilize financial resources for SBC and Gender transformative programs resource mobilization.
- Advocate to senior managers and senior decision makers (internal and external) for the integration of social and behavioural approaches and Gender in national systems, sectoral workplans and strategies and funding plans.

- Represent UNICEF interests among stakeholders and partners for the implementation of community engagement, SBC and Gender transformative programs.

4. **Promote continuous learning, strengthening and scaling up in SBC and Gender transformative programs for both development and humanitarian contexts through capacity building for UNICEF staff and partners.**

- Identify capacity development needs of country offices and partners and oversee design and organization of SBC capacity development initiatives, including new approaches such as behavioural analysis, behavioural insights, human centred design, social listening, and social accountability mechanisms.
- Develop and/or use of tools, guidelines and training materials to build SBC capacity among country staff, implementing partners and other relevant government and non-government partners.
- Advocate with government counterparts for the uptake of SBC and gender capacity building in national systems and plans.
- Initiate and manage partnership with academia and learning institutions for the delivery of SBC and Gender capacity development activities.

IV. Impact of Results

Efficient and effective technical, operational, and managerial leadership and support, strengthens quality of evidence and science-based SBC and gender transformative strategies, products and activities. This impacts the ability of UNICEF to promote changes in behaviors, social attitudes, beliefs, norms, policies and practices of individuals, communities, institutions, and society as a whole. This in turn contributes to UNICEF's ability to fulfill its mission to improve child rights related to survival, development, protection, and participation in the country.

V. UNICEF values and competency Required (based on the updated Framework)

i) Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability

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)

*The 7 core competencies are applicable to all employees. However, the competency Nurtures, Leads and Managers people is only applicable to staff who supervise others.

VI. Recruitment Qualifications	
Education:	An advanced university degree (Master's or higher) in one of the following fields is required: social and behavioral science, sociology, anthropology, psychology, communication, international development, gender and/or another technical field relevant to UNICEF's sectoral work .
Experience:	- A minimum of eight (8) years of relevant professional experience at the national or international levels in developing, implementing, evaluating, and managing social and behavioral change strategies, having undertaken and led substantive programming and research on gender and development in gender, and in designing, implementing, managing, and delivering results-based programmes on gender and development or any other cross cutting programme, especially at country/field level. t - Relevant experience in program/project development and management in related areas in a UN system agency or organization is highly desirable. - Demonstrated expertise in the application of social and behavior change science, theories, research, and analysis, to all stages of the programmes cycle. - Proven ability to manage social research, including quantitative, qualitative, and participatory methods for formative assessments, identifying behavioural drivers, and tracking, measurement and evaluation of social change is desirable. - Demonstrated ability to stay updated with new developments in the SBC and Gender fields is required. - Familiarity with new and emerging approaches such as behavioural insights, human cantered design, social listening, among others is a plus. - Demonstrated experience in the execution of complex priorities, processes and projects in office work-plans. - 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 Requirements:	Fluency in French and English is required. Knowledge of another official UN language (Arabic, Chinese, Russian or Spanish) or a local language is an asset.