

UNICEF Eastern and Southern Africa Regional Office, Nairobi Temporary Appointment (TA) – Terms of Reference

Position Title: SBC Specialist (Risk Communication Community Engagement (RCCE))
Level: P-3
Duty Station: Nairobi, Kenya, ESARO
Duration: 364 days
Reporting to: SBC in Emergencies Specialist, ESARO

Child Safeguarding	
Is this position considered as "elevated risk role" from a child safeguarding perspective?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, number of hours: Choose an item.
Is this position a direct contact role? <small>"Direct" means 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</small>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediate physical proximity, with limited supervision by a more senior member of personnel.: Choose an item.
Is this position dealing with child data?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (names, national ID, location data, photos): Choose an item.
Is this position considered a safeguarding response role? <small>(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))</small>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is this position assessed as a risk role?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Please refer to Guidance on Elevated Risk Roles	

Background

Natural hazards, conflicts, disease outbreaks, epidemics and complex emergencies require quality Risk Communication Community Engagement (RCCE) and evidence-informed Social and Behaviour Change (SBC) programming to achieve sectoral results. UNICEF aims to put affected families, children and adolescents at the centre of its work, as reflected in the Core Commitments for Children and various global reforms. This requires all UNICEF programmes, systems and procedures to systematically include participation of and accountability to affected people (AAP) across all elements of the response, including through a common feedback mechanism ensuring that feedback from affected boys, girls, men and women informs decision-making and that UNICEF staff and partners understand, respect and systematically take the view of community to account. Due to the protracted public health emergencies in the region, the SBC ESARO team is looking for RCCE Specialist (P3) to be based in Nairobi, Kenya with travels to COs in ESAR.

RCCE is a central pillar of public health and humanitarian responses, essential to the successful delivery of both medical and non-medical interventions. It encompasses everything from promoting behaviour change to countering misinformation and supporting community leadership. RCCE is a cross-cutting priority that requires a broad range of humanitarian and public health partners to work together with governments and affected communities. This means facilitating access to life-saving information and essential services; proactively enabling the participation of affected communities in response and relief efforts; ensuring decisions at all levels within the humanitarian and public health architecture are taken and adapted according to community feedback, concerns and priorities, as well as social insights; and supporting local responders to lead responses whenever possible. Such approaches help build trust with communities and local gatekeepers, increase the uptake of protective and health seeking behaviours, and ultimately ensure sustainability of humanitarian work.

Purpose

The RCCE Specialist will support advancing a measurable people-centred agenda across the ESAR to provide guidance in designing and implementing preparedness and response plans so that they can engage and empower communities as well as influence behaviours and collective actions adapted to specific humanitarian contexts in the COs.

Under the supervision of the SBC Specialist (Emergency), ESARO and in close collaboration with the relevant sections, COs, and core partners (IFRC, WHO) the RCCE Specialist will provide coordination and technical assistance to COs in RCCE/AAP emergencies to enhance preparedness, response and recovery; build capacity of UNICEF staff and partners with a focus on community engagement and resilience; and monitor the implementation and results of RCCE interventions related to emergencies; participate in missions to COs (at least 25%).

Major Duties and Responsibilities

1. **Generate & Use Evidence:** Generate and utilize research, data, and evidence to inform the design, measurement, and monitoring of RCCE and AAP programs and outcomes in emergency contexts and to build the evidence base for RCCE.
2. **Design, plan and implement RCCE and AAP activities:** Design, plan and implement RCCE and AAP activities that are backed by social and behavioural evidence and strong engagement and participation mechanisms in humanitarian contexts.
3. **Build Capacities in RCCE and AAP:** Promote continuous learning, strengthening, and scaling up in SBC for humanitarian contexts through capacity building for UNICEF staff and partners.
4. **Advocate & Build Partnerships:** Support operationalization of SBC by advocating for RCCE and AAP, mobilizing resources, coordinating across stakeholders, sectors and teams, and partnership building.

1. **Generate & Use Evidence: Generate and utilize research, data, and evidence to inform the design, measurement, and monitoring of RCCE and AAP programs and outcomes in emergency contexts and to build the evidence base for RCCE.**
 - In collaboration with sectoral and cross-sectoral specialists and relevant partners at RO and COs levels, design and conduct RCCE situation analyses and formative research that identify social and behavioral drivers; initiate, commission, manage and/or utilize qualitative and quantitative research on social and behavioral drivers that include behavioural analysis, human centred design, social listening, behavioural insights, participatory research and/or RCT.
 - Facilitate establishment of community feedback mechanisms and use feedback to inform community engagement and RCCE actions for disaster/PHE preparedness,

response, recovery and resilience. Generate and use SBC evidence, data, and assessments for disaster and PHE preparedness, response, recovery and resilience.

- Develop terms of reference, research tools, frameworks and protocols for generating evidence to inform SBC initiatives and apply tools, methodologies and frameworks for data collection, tracking, monitoring and reporting and disseminating SBC results.
- Develop and manage relationships with external partners, vendors and consultants for research and evidence generation and support of SBC.

2. Design, plan and implement RCCE and AAP activities: Design, plan and implement RCCE and AAP activities that are backed by social and behavioural evidence and strong engagement and participation mechanisms in humanitarian contexts.

- Identify, propose and implement evidence-based programme/strategy recommendations from current data, evidence and trends for priority social and behavioral issues and ensure the integration of latest innovative approaches and technology in SBC in programme approaches and advocate for their adoption among internal and external stakeholders.
- Apply the above skills of designing, planning, implementing and monitoring of community engagement and SBC interventions in the context of humanitarian emergencies.
- Facilitate the development of Country Offices strategies and plans of action for scaling up AAP that has clear deliverables, indicators and timeframes to enable timely marked improvement in AAP/CE performance, with a focus on closing the loop (by providing feedback to the community about how their views and inputs were addressed), based on operational modalities, community preferences and global best practice
- Support the integration of AAP in country offices annual work plans and processes ensuring each programme (and operation) section have specific AAP outputs, activity and budgets for effective implementation.
- Make viable recommendations on inclusion of community engagement and social and behavioural approaches in sectoral work plans and strategies. Advocate for the inclusion of community engagement and social and behavioral approaches in sectoral workplans based on active participation in sectoral programme planning and reviews and viable recommendations for the integration of SBC and AAP.

3. Build Capacities in RCCE and AAP: Promote continuous learning, strengthening, and scaling up in SBC for humanitarian contexts through capacity building for UNICEF staff and partners.

- Identify, design, and organize RCCE and AAP training materials and opportunities for staff and partners, including on novel approaches such as behavioural analysis, behavioural insights, human-centred design, social listening, and social accountability mechanisms. Develop and/or use and adapt existing UNICEF learning resources, guidelines and training materials to build SBC capacity among staff, implementing partners and relevant government and non-government counterparts.
- Develop and institutionalize best practices, facilitate the exchange of experiences and provide technical assistance for the uptake of new SBC methods and knowledge internally and externally.
- Plan and implement SBC capacity assessments within the COs.
- Initiate and manage partnerships with academia and learning institutions for the delivery of SBC capacity development activities.

- Identify and develop mechanisms to strengthen systems for community engagement in humanitarian contexts.
 - Develop and/or adapt capacity development tools and activities for humanitarian programming with a focus on preparedness, response and recovery.
- 4. Advocate & Build Partnerships: Support operationalization of SBC by advocating for RCCE and AAP, mobilizing resources, coordinating across stakeholders, sectors and teams, and partnership building.**
- Collaborate with national, regional and/or global partners to link and coordinate RCCE and AAP approaches.
 - Cultivate resource mobilization opportunities and produce proposals, reports and other materials to support resources mobilization. Contribute to mobilizing human resources for RCCE and AAP, including staff, consultants and external vendors.
 - Identify, recruit and supervise consultants, vendors and other technical expertise to support delivery of RCCE and AAP activities. Plan, use and track the use of resources and verify compliance with organizational guidelines and standards.
 - Contribute to financial planning, budget planning and tracking and financial management for SBC.
 - Identify, disseminate, and adopt best practices and innovative approaches and technology in RCCE and AAP, integrate them in programme approaches and support SBC and sectoral teams in implementing them.
 - Coordinate with stakeholders and partners for the implementation of community engagement and AAP in humanitarian actions.

Key Expected Results

Efficient and effective technical, operational and managerial support strengthens quality of evidence and science-based RCCE and AAP 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.

Qualifications of Successful Candidate

Education:

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

Experience:

A minimum of five years of professional experience in one or more of the following areas is required: social development programme planning, social and behaviour change, AAP, social science, PHE or another related area.

Relevant experience in a UN system agency or organization is considered as an asset.

Experience working in one of ESARO countries or emergency context is considered as an asset.

Language Requirements:

Fluency in English and French is required.

Competencies of successful candidate:

Core Values:

- Care
- Respect
- Integrity
- Trust
- Accountability

Core Competencies

- Builds and maintains partnerships
- Demonstrates self-awareness and ethical awareness
- Drive to achieve results for impact
- Innovates and embraces change
- Manages ambiguity and complexity
- Thinks and acts strategically
- Works collaboratively with others