



**UNITED NATIONS CHILDREN'S FUND  
SPECIFIC JOB PROFILE**

**I. Post Information**

Job Title: **Programme Specialist (PSEA)**  
Post level: **P3 (TA)**  
Supervisor Title: **Chief Field Operations (P5), Post no 114498**  
Duration: **364 days**  
Organizational Unit: **Office of the Representative**  
Post Location: **Maputo, Mozambique**

**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.

Cabo Delgado, in northern Mozambique, has been experiencing recurrent attacks by non-state armed groups since October 2017 resulting in severe humanitarian impacts. The attacks started in Mocimboa da Praia expanding gradually to eight districts. The situation has deteriorated seriously in the since late 2020 resulting in total of 1,269 violent events and 1,722 reported fatalities.

The July 2024 displacement report by the International Organization for Migration notes that over 574,500 people have been displaced (IDPs) in the 17 districts of the province and over half of them are children. In total, women and children account for more than 80 per cent of IDPs, returnees and other people in need in Cabo Delgado. IDPs have moved in smaller numbers to the neighboring provinces of Nampula and Niassa with a very small number in Zambézia, Sofala and Inhambane provinces. Public and private buildings were destroyed during the fighting, basic services such as water, health, and education services are closed, suspended or inadequate leaving thousands highly vulnerable especially children and persons with disabilities, who usually face barriers like inaccessible facilities, lack of information, loss of assistive devices and discrimination. The security situation varies, however there are generally four to five districts categorized as hard-to-reach due to insecurity at any given time. Within the districts, access is also challenging. There are increasing reports of human and child rights violations such as killings and maiming, abductions, and abuse of girls and women.

Aligned with the interagency Humanitarian Needs and Response Plan (HNRP 2024), UNICEF developed a Humanitarian Action for Children appeal which appeals for \$114 million to support conflict affected populations, as well as those suffering from other shocks such as cholera or malnutrition, nationwide. While the conflict remains, UNICEF has also scaled up development and resilience programming in Cabo Delgado and now has a large field office based in Pemba leading programme planning and implementation.

UNICEF is implementing a multisectoral programmes to provide both emergency assistance to IDPs, host communities and children in need, as well as strengthening government systems to provide access to quality basic services for years to come. Access constraints, limited partner capacity, and limited funding are significant challenges to UNICEF. UNICEF prioritizes community engagement, accountability to affected populations, inclusion, the prevention of gender-based violence (GBV), and Protection from Sexual Exploitation and Abuse (PSEA) in all programmes.

UNICEF also supports development and emergency programmes in other areas of the country with a focus on Nampula, Zambezia and Sofala where field offices are located. Mozambique is at risk of multiple climate hazards including storms, cyclones, drought and floods and also has a high risk of public health emergencies.

Under the leadership of the Representative, the PSEA Specialist will support the country office in the implementation of UNICEF Mozambique's PSEA action plan in all its development and humanitarian interventions.

**Job organizational context and purpose:** The position will report directly to the Maputo based Chief Field Operations (P4) role on day-to-day basis, working closely with the Representative on critical aspects of the role such as SEA allegations reporting and response. The Programme Specialist (PSEA) will be based in Maputo, with travel to Cabo Delgado and other provinces where UNICEF programmes are being implemented.

The Programme Specialist (PSEA) will support the implementation of UNICEF Mozambique's PSEA Action Plan, which focuses on scaling up and taking forward UNICEF's prevention and response efforts to sexual exploitation and abuse. This includes conceptualizing and implementing PSEA prevention activities across sectors and assisting in the response to any PSEA concerns reported that implicate UNICEF personnel or partners. Work involves strengthening complaint and reporting mechanisms, ensuring appropriate survivor support, and building the capacity of UNICEF staff, consultants, volunteers, and implementing partners and suppliers on PSEA

The Programme Specialist will also liaise with the PSEA Network(s) and other inter-agency bodies addressing PSEA and making contributions to inter-agency PSEA response and monitoring, liaising with UNICEF senior management at the national, regional, and international levels.

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

#### **Internal capacity building and technical support**

- Provide advice, technical support and monitoring for the implementation of the UNICEF Mozambique Country Office PSEA Action Plan, with a focus on Cabo Delgado and neighbouring provinces.
- Deliver PSEA and Child Safeguarding training for UNICEF staff, consultants, volunteers, implementing partners, and suppliers in line with the PSEA Training Plan.
- Build the capacity of selected UNICEF staff to replicate PSEA and Child Safeguarding training and awareness-raising efforts.
- Support knowledge management efforts on PSEA, including the maintenance of the repository of tools, documentation of promising practices, etc.

- Together with the Social & Behaviour Change, Participation, Rights, Disability Inclusion, Innovation and Gender (SPRING) Section and in coordination with UNICEF's regional and headquarters offices, as well as the PSEA Network, develop PSEA awareness-raising materials for specific at-risk groups such as children and suppliers.
- Monitor SEA cases and case management, when applicable.
- Support the MCO to institutionalize PSEA efforts within their programmes and operations, monitoring and facilities (e.g. HACT, supply section, human resources, programme component teams, etc.).
- Jointly with the SPRING Section, the PSEA Network and the Community Engagement/Accountability for Affected Populations working group, support MCO to expand/strengthen communities' access to safe and accessible reporting channels.
- In collaboration with UNICEF sections, support partners to ensure PSEA policies and structures are aligned with standards and requirements as per the UNICEF PSEA Implementing Partners Procedures and the UN Protocol.
- Participate in the Partnership Review Committee meetings, making sure that PSEA components are incorporated into Programme Documents (PDs) and assist UNICEF sections in ensuring that PSEA is mainstreamed and budgeted in PDs and proposals.
- Assist the Deputy Representative in chairing and organizing the PSEA Committee and coordinate meetings and other related preparatory work with sections and field offices.
- Support UNICEF sections with the PSEA assessments of IPs through the PSEA UN Common Assessment for Implementing Partners.
- Assist UNICEF sections in monitoring IP risk reduction plan implementation and ensure conformity with the deadlines established for risk reduction.
- Support the piloting and expansion of a PSEA assessment system for suppliers.
- Together with Field Offices and UNICEF sections, lead and oversee the implementation of UNICEF Mozambique's PSEA Emergency Preparedness and Response Plan.

#### **Inter-agency response to SEA and PSEA Network coordination**

- Actively participate in the interagency PSEA Network coordination meetings and events at national and support provincial level coordination in Cabo Delgado.
- Work with the PSEA Network in taking forward agreed actions and activities, as per the National PSEA Network Action Plan.
- Support the strengthening of Community-Based Complaints Mechanisms for SEA, building upon existing community-based complaint mechanisms as relevant.
- Support inter-agency efforts to strengthen SEA investigation capacity in Mozambique.
- Conduct periodic training for Inter-Agency Toll-Free Hotline Services: Linha Verde and Linha Fala Criança.
- Participate and provide technical support to the Linha Verde Steering Committee.
- Support the rollout of the Victims Assistance Protocol.

#### **Support Appropriate Reporting and Response of SEA Allegations**

- Support and advise UNICEF personnel on reporting SEA concerns via appropriate channels. Support the Representative on the implementation and compliance with the procedure for reporting SEA and Significant Harm to a Child.
- Provide support and training to PSEA Focal Points and resource persons on the SEA reporting procedures and provision of assistance to victims.

- Support the continued internal rollout and implementation of UNICEF SEA reporting procedures.
- Provide technical support to partners and suppliers to strengthen internal reporting procedures.
- Once a complaint is received:
  - Ensure that all information pertaining to complaints is handled in line with agreed protocols: the internal UNICEF New Procedure to Report SEA and Significant Harm to a Child and the inter-agency information sharing procedure approved by the HCT and rolled-out by the PSEA Network.
  - Ensure that survivors are immediately referred to appropriate service providers so that they receive the medical, psychosocial, legal and other assistance support they may need, in line with the victims' assistance protocol.

#### **Prevention**

- Collaborate and coordinate with partners, field offices and UNICEF sections to ensure sensitization activities on SEA are implemented across communities and establish systems to track and monitor implementation.
- Collaborate and coordinate with the PSEA Committee, field offices and UNICEF sections to ensure systematic SEA risk assessment is conducted and findings are reflected and included in programme implementation.

#### **Survivor assistance**

- In coordination with the Child Protection section:
  - Ensure that survivors of SEA access assistance and support
  - Monitor the quality of assistance and follow-up provided to victims of SEA by UNICEF partners
  - Ensure that the GBV and child protection referral pathways – internal and interagency – are reviewed in functionality and effectiveness, in coordination with the CP and GBV AoRs.
  - Support efforts to improve the quality, availability, and accessibility of victim assistance services.
  - Contribute to advocacy to strengthen access to services for survivors.
- Ensure that any IP/office concerned by SEA allegations establishes and implement solid risk reduction actions

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

The strategic and effective advocacy, planning and formulation of child safeguarding, 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).**

<p><b>Core Values</b></p> <ul style="list-style-type: none"> <li>▪ Care</li> <li>▪ Respect</li> <li>▪ Integrity</li> <li>▪ Trust</li> <li>▪ Accountability</li> <li>▪ Sustainability</li> </ul>	<p><b>Functional Competencies:</b></p> <ul style="list-style-type: none"> <li>▪ Demonstrates Self Awareness and Ethical Awareness (1)</li> <li>▪ Works Collaboratively with others (1)</li> <li>▪ Builds and Maintains Partnerships (1)</li> <li>▪ Innovates and Embraces Change (1)</li> <li>▪ Thinks and Acts Strategically (1)</li> <li>▪ Drive to achieve impactful results (1)</li> <li>▪ Manages ambiguity and complexity (1)</li> </ul>
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<b>VI. Recruitment Qualifications</b>	
Education:	An advanced university degree in one of the following fields is required: international development, human rights, international law, or another relevant social science field. Legal educational background/training will be considered an advantage.
Experience:	<p>A minimum of 5 years of professional experience in design, implementation and management of protection or GBV programming, child safeguarding, preferably with the UN and/or an international NGO.</p> <p>PSEA experience will be considered an advantage.</p> <p>Experience working in humanitarian contexts. Familiarity with the latest development in PSEA, inter-agency PSEA responses and humanitarian cluster systems.</p> <p>Excellent communication skills. Proven ability to work independently under difficult conditions. Excellent facilitation, training, networking and advocacy skills. Demonstrated ability to work in a multicultural environment and establish harmonious and effective working relationships, both within and outside the organization.</p>
Language Requirements:	Fluency in English and Portuguese is required.