



UNITED NATIONS CHILDREN'S FUND  
(GENERIC) JOB PROFILE

## I. Post Information

Job Title: **Social & Behavior Change Specialist (S&BC)**  
Supervisor Title/ Level: **Chief Social & Behavior Change (S&BC) Section**  
Organizational Unit: **Programme**  
Post Location: **Country Office, Ndjamena**

Job Level: **Level 3**  
Job Profile No.:  
CCOG Code: **1L05**  
Functional Code: **CFD**  
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 Social & Behavior Change Specialist GJP is to be used in small to medium size Country Offices (CO) reporting to the Deputy Representative, or in a large country office reporting to a higher-level S&BC professional.

**Purpose for the job:** The Social & Behavior Change Specialist reports to the **head of SBC section** for general guidance and supervision. The Specialist provides technical and operational support for developing a systematic, planned and evidence-based strategy and process for S&BC as an integral part of programme development, planning and implementation. Through communication, engagement, and Accountability to Affected Populations (AAP) approaches 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. This subsequently contributes to the achievement of sustainable and concrete results in improving children's rights, survival and wellbeing in the country.

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

#### **Summary of key functions/accountabilities:**

- 1. Support to strategy design and development of S&BC activities including Accountability to Affected Populations (AAP) approaches**
- 2. Implementation of S&BC activities including community approaches**
- 3. Technical and operational support**
- 4. Advocacy, networking and partnership building**
- 5. Innovation, knowledge management and capacity building**

#### **1. Support to strategy design and development of S&BC activities**

- Conduct and/or participate in comprehensive S&BC situation analysis of social, cultural, economic and political issues in the country/region, including through national/subnational working groups or committees. Assess/synthesize qualitative and quantitative information, data and evidence to support the establishment of comprehensive and evidence-based information for developing and planning the S&BC component of the Country Programme of Cooperation (and UNDAF).
- Participate in country programme planning and reviews to contribute to discussions on the underlying and contextual issues to be addressed (e.g. policies, gender/children inequality, cultural/social behavior etc) to ensure the successful and sustainable delivery of programme results and provide technical recommendations on approaches, strategies and plans of action for S&BC to promote behavioral and social change.
- Prepare or provide quality assurance on materials and related documentations for S&BC strategies and plans (as a component of the CO and/or UNDAF Programmes) to ensure optimum impact, scale and sustainability of achievements/results.
- Collaborate/consult with a wide range of partners and stakeholders to ensure synergy, integration, coherence, and harmonization of S&BC activities with UNICEF MTSP, CO global communications and advocacy activities and UN System development activities and initiatives at the CO level, including in humanitarian response.

#### **2. Implementation of S&BC activities**

- Collaborate with, advise and/or consult internal partners and external partners to design S&BC strategies, including formulation, production and testing materials to organize S&BC events and activities including Accountability to Affected Populations (AAP) approaches to ensure engagement and participation of key audiences, and maximum outreach and impact on behavioral and social change, including in humanitarian response.
- Confirm/verify the technical quality, consistency and relevancy of communications strategies, including materials that are developed, produced and disseminated to target audiences (e.g. individuals, communities, government officials, partners, media etc). Recommend appropriate multiple media formats (e.g. print, digital/social media, TV/Radio, Web, community networks, etc.). Oversee the production and implementation of multi-media initiatives for compliance with targets and plans that integrate the latest evidence.
- Carry out S&BC advocacy activities with/for a wide range of constituents, stakeholders, partners, communities, etc. to encourage/promote engagement and dialogue, inclusion, self determination and participation in mobilizing social, political, behavioral and cultural change to achieve sustainable programme results on children and women's rights, equity and wellbeing. Develop/select materials and other communication tools for S&BC events.

- Identify, establish and maintain active interaction/relations with media, academia and other strategic partners to communicate/advocate UNICEF's competencies and achievements to ensure their engagement, interests and support in promoting social/political engagement for political action on children's rights, and measurable changes in social and behavioral outcomes.
- Conduct and/or participate in M & E and Evaluation exercises, including country programme previews, meetings and mid-term/annual reviews to assess/report on efficacy/outcome of S&BC on UNICEF and CO Strategic Plans/Goals. Recommend timely action to ensure the achievement of results as planned and allocated. Integrate/disseminate lessons learned in development planning and improvements.

### **3. Technical and operational support**

- Collaborate with internal CO, RO and/or RO colleagues to contribute to the development of strategies, approaches, policies and the planning of S&BC social and resource mobilization initiatives in support of programmes/projects implementation and delivery of results, including humanitarian response.
- Participate in CO strategic discussions to collaborate on policy and agenda setting for S&BC advocacy and investments and related external relations and resource mobilization initiatives.
- Participate in budget planning and management of programme funds and prepare financial plan for S&BC initiatives. Monitor/track the use of resources as planned and verify compliance with organizational guidelines, rules and regulations and standards of ethics and transparency.

### **4. Advocacy, networking and partnership building**

- Identify, build and maintain partnerships through networking and proactive collaboration with strategic partners, e.g. academia; social networks; celebrities, journalist, media, all sectors/levels of (socially aware) society and critical audience to reinforce cooperation and/or pursue opportunities for S&BC advocacy to promote UNICEF mission and goals for child rights, social equity and inclusiveness.
- Collaborate with internal global/regional communication partners to harmonize, link and/or coordinate messaging and use of multiple media and communication platforms to enhance S&BC outreach including in humanitarian contexts.
- Participate in organizational and/or inter-agency (UNCT; National UN Social & Behavior Change Roundtable) discussions and planning to collaborate with inter-agency partners/colleagues in the UNDAF planning and preparation of S&BC advocacy and resource mobilization initiatives including emergencies.

### **5. Innovation, knowledge management and capacity building**

- Implement innovative practices, approaches and latest technology on multiple media and social/digital platforms and networks for S&BC 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 capacity of practitioners, and disseminate these products to key audiences including donors and partners.
- Organize/implement capacity building initiatives to enhance the competencies of clients/stakeholders/partners (government and non-government) in S&BC planning, implementation and evaluation in support of programmes/projects including in humanitarian settings.

## IV. Impact of Results

The strategic and effective development and implementation of S&BC advocacy initiatives and products directly impact on the ability of UNICEF to promote social, political and economic action and changes in behaviors, social attitudes, beliefs, harmful social norms and actions by communities, individuals and society on children's rights, survival and wellbeing. This in turn contributes to enhancing the ability of UNICEF to fulfill its mission to achieve sustainable, locally-owned and concrete results in improving the survival, development and wellbeing of children in the country.

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

### i) Core Values

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

### ii) Core Competencies (For Staff with Supervisory Responsibilities) \*

- Nurtures, Leads and Manages People (1)
- 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)

or

### Core Competencies (For Staff without Supervisory Responsibilities) \*

- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)

\*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 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:	<p>A minimum of five years of professional experience in one or more of the following areas is required: social development programme planning, Social &amp; Behavior Change, public advocacy or another related area.</p> <p>Relevant experience in a UN system agency or organization is considered as an asset.</p> <p>Experience working in a developing country is considered as an asset.</p>
Language Requirements:	Fluency in French and English are required. Knowledge of another official UN language (Arabic), or a local language is an asset.