



## UNITED NATIONS CHILDREN'S FUND

### I. Post information

Job Title: Child Protection Specialist (Child Rights Monitoring and Reporting)  
Supervisor Level/Title: Child Protection Specialist in Emergencies, Post no 115630  
Organizational Unit: Child Protection  
Post Location: Pemba, Mozambique

Job Level: P3  
Job Profile No.: 122351  
CCOG Code: 1L04  
Functional Code: CHI  
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, advocacy and 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 favouritism. 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 fulfil 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 Specialist (Child Rights Monitoring and Reporting) will be part of the Child Protection in Emergency team based in Cabo Delgado. Under the overall guidance of the Chief of Child Protection (P5), and under the direct supervision of the Child Protection in Emergencies (CPiE) Specialist (P4), and within the context of supporting the implementation of the UNICEF Country Programme document, UNICEF Community Resilience and Recuperation Plan, the Child Protection Specialist provides leadership on the Mozambique CO Child Rights Monitoring and Response (CRM) technical working group and all other activities required for scaling up the activities related to the children and armed conflict agenda in Mozambique. The incumbent will also work with external partners and UN agencies in enhancing child protection systems. The Child Protection Specialist will work closely with Mozambique Country Office senior management, the Chief of Field Office and others, as well as with key partners to ensure coordinated action on these programme interventions. In line with UNICEF's Core Commitments for Children, the position will support the mandate related to monitoring and reporting and will ensure this is coordinated with the implementation of child protection in emergency programming and across sectors.

**Purpose for the job:** The Child Protection Specialist will develop and support the work of the office in the development and implementation of child rights monitoring mechanism of children in armed conflict and in supporting links between the monitoring and reporting, and advocacy and programmatic interventions to end and prevent such violations.

The Specialist contributes to the achievement of concrete and sustainable programme/project results according to plans, allocation, results based-management approaches and methodology and UNICEF's Country Programme and Strategic Plan, standards of performance and accountability framework.

**III. Key function, accountabilities and related duties/tasks** *(Please outline the key accountabilities for this position, and underneath each accountability, the duties that describe how they are delivered. Please limit to four to seven accountabilities)*

**Summary of results-based key functions/accountabilities:**

- 1. Programme development, planning and management**
- 2. Advisory services and technical support**
- 3. Advocacy, networking and partnership building**
- 4. Innovation, knowledge management and capacity building**
- 5. Management support**

**1. Programme development, planning, coordination and management.**

- Coordinate, strengthen, and maintain outputs of the Child Rights Monitoring Technical Working Group in Cabo Delgado, including ensuring monitoring children in armed conflict are consistently linked with appropriate response services for survivors.
- Lead the coordination and programmatic support for humanitarian partners for the reintegration of children impacted by conflict, through the task force that sits under the Child Protection Area of Responsibility (CPAoR).
- Develop and implement a reintegration strategy that is harmonized across agencies connected to Children Associated with Armed Conflict (CAAC) programming and that links to relevant services connected to the differing violations.
- Support and collaborate UNICEF's work in security sector reform specific to child rights, child protection, prevention, response and reintegration. Bridge the military child protection systems with the government and civil society civilian child protection systems.
- Support broader CPIE programming within different technical workstreams relating to prevent, response and reintegration activities such as child protection, education, livelihoods, social behavioural change, adolescent and youth, etc. ensuring coordination groups understand their role in the prevention and response programming in CAAC.
- Develop and implement a social behaviour change package with the social behaviour change team and colleagues.
- Monitor and facilitate referral of verified cases to appropriate agencies for response on grave child rights violations.
- Management and technical support to partnerships that include child rights monitoring and monitoring and reporting of the 6 grave violations and follow up of the related Harmonised Approach to Cash Transfers (HACT) procedures related to partnership management.

**2. Advisory services and technical support**

- Strengthen capacity at country levels by developing inter-agency standard-setting

guidance and tools to support the planning, implementation of UNICEF's Core Commitments for Children in Humanitarian Action.

- Provide technical advice to management on issues related to children in armed conflict, resulting in strategic visibility and advocacy.
- Ensure coordination and support to the establishment and running of the informal Country Task Force for Monitoring and Reporting (CTFMR) in Maputo.
- Participate in the formulation of policies for both inter-agency and UNICEF-specific work on children in armed conflict.
- Improve programme and policy coherence and coordination across teams (units) within the Mozambique Country Office and through engagement with other key actors.
- Lead in the development of formal and information reporting on child rights monitoring on the situation of children affected by armed conflict to inform the programmatic response and advocacy.

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

- Develop and maintain inter-agency relationships to aid development of enhanced policy frameworks for the work around grave child rights violations monitoring mechanism.
- Proactively build and strengthen strategic partnerships through networking and advocacy with governments, UN system/agency partners, donors, internationally recognized institutions, NGOs, funding organizations, and the private sector in order to leverage these partnerships to achieve greater results for children.
- Chair Sub-National Child Rights Monitoring Technical Working Group and ensure members are supported in their participation, deliverables and activities under the group's Workplan.
- Work with the CP AoR team on reintegration for informally/formally released children and lead the Task force.
- Advocate and provide technical assistance to government agencies and congress to strengthen protection of children affected by armed conflict, in line with international law (and national law) ascribed to by the Government of Mozambique. Assist in building the sub-national technical and human resource capacity child rights monitoring mechanism.

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

- Promote critical thinking and innovative approaches for child rights monitoring mechanism, where feasible. Work to institutionalize and disseminate best practices and knowledge learned.
- Collaborate with members in the developing and implementing the CRM-TWG's Capacity Building Training Plan. Facilitate in-person training to staff of member organizations and other staff of operational actors. Facilitate virtual online training (VOLT) packages if needed under changing COVID Protocols.
- Roll out a technical capacity building programme for local actors in Cabo Delgado.

### **5. Management support**

- Provide support to the CPiE Specialist in managing funds allocated to child rights monitoring mechanism by prioritizing activities to be funded, in line with the Annual Work Plan, and ensuring efficient and timely usage of funds vis-a-vis grant expiration dates.
- Provide support in establishing the Child Protection Section's Annual Work Plan in relation to child rights monitoring. This will include a key focus on strengthening

monitoring and reporting of child rights in situations of armed conflict; developing strategies; setting priorities, targets and performance measurement indicators; and monitoring progress and results achieved according to performance standards.

- Lead or support development of policy briefs on CAAC.

#### IV. Impact of results

- The strategic and effective advocacy, planning and formulation of child protection programmes/projects and the achievement of sustainable results contribute to the achievement of goals and objectives to create a protective environment for children against harm and all forms of violence and ensures their survival, development and well-being in society. Achievements in child protection programmes and projects in turn contribute to maintaining/enhancing the credibility and ability of UNICEF to provide programme services for mothers and children that promote greater social equality in countries.
- The decisions of the incumbent directly affect the UNICEF leadership role in the grave child rights violations monitoring mechanism.
- The recommendations of the incumbent will affect the direction of programming approaches; strategic planning and the development of future policies; and programmes and projects related to the grave child rights violations monitoring mechanism. They will also affect the quality of UNICEF advocacy and programme interventions around the children and armed conflict agenda.

#### V. Competencies and level of proficiency required

<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>
---	--

#### VI. Recruitment qualifications

Education:	An advanced (Masters or higher) university degree in Human Rights, International Law or relevant Social Sciences field is required.
Experience:	A minimum of 5 years of professional experience in human rights, international humanitarian law, child protection and/or other related areas at the international level, some of which were served in humanitarian contexts is required. Relevant experience in child protection monitoring and reporting, human rights and related areas, programme/project development and management in a UN system, agency or organization is an asset. Experience in both development and humanitarian contexts is an added advantage.
Language Requirements:	Fluency in English and a Latin language is required. Knowledge of Portuguese is considered a strong asset.