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

I. Post Information

Job Title: Social Policy Specialist – Temporary Appointment Supervisor Title/Level: Chief of Social Policy and Economic Analysis Research (P5, #6759) Organizational Unit: Office of Research – Innocenti Post Location: Florence, Italy	Job Level: L3 Job Profile No.: TA No 00114302 CCOG Code: Functional Code: Job Classification Level:

II. Organizational Context and Purpose for the job

Job organizational context

The Office of Research-Innocenti (OoR) is the dedicated research office of UNICEF. It undertakes and commissions research on emerging or current issues of relevance for children to inform the strategic directions, policies and programs of UNICEF and its partners. The Office explores emerging issues, identifies research gaps, brings together existing researchers, and supports or undertakes research and data collection to address critical questions to inform global debates.

Purpose of the post

With the support of SIDA, OoR through the Transfer Project works with national governments to provide long-term multi-country impact evaluation evidence from sub-Saharan Africa and humanitarian contexts to inform better social protection policymaking and programme design and implementation. The Transfer Project is a research learning initiative led by UNICEF, in partnership with the Food and Agriculture Organization (FAO) and the University of North Carolina (UNC) at Chapel Hill. Impact evaluations generally utilize mixed methods (quantitative and qualitative) and longitudinal data collection using experimental (randomized controlled trial) or quasi-experimental (matching, regression discontinuity) study design methods. Studies examined various domains of impacts, including schooling, child labour, nutrition, physical and mental health, food security, productive impacts, time use, local economy effects, violence and sexual and reproductive health. They have also explored the pathways through which impacts are achieved.

Evidence shows that social protection can address vulnerabilities to risks, shocks, and stressors, as well as improve well-being. Despite this profound impact on people's lives, social protection has fallen short of its potential for transformative effects for gender equality. UNICEF Office of

Research (OoR) – Innocenti is leading a new four-year research programme funded by FCDO, Gender-Responsive Age-Sensitive Social Protection (GRASSP). The programme seeks to strengthen the gender-responsiveness of social protection systems in low- and middle-income countries (LMICs) by building a robust evidence base focused on 'what works', 'how' and 'why' to contribute to enhanced gender equality outcomes. By leveraging UNICEF's presence in 190 countries and drawing on partnerships with governments, international agencies, universities, and implementers, OoR will conduct cross-country research across three Research Streams: i) Improve the conceptualization, measurement, & analysis of gender equality outcomes; ii) Unpack change pathways by exploring design & implementation features; iii) Investigate how to institutionalize gender into social protection.

As a member of OoR's Social and Economic Policy team, the incumbent will be responsible for providing research and technical assistance to these two projects, including supporting the management of day-to-day operations of the research projects, establishing and maintaining partnerships (internal/external), and communicating and disseminating research evidence to various stakeholders and the public. In addition, the incumbent will support the development of new lines of research on social protection systems.

III. Key functions, accountabilities and related duties/tasks

Under the supervision of the Chief and senior staff members in the Social and Economic Policy team, the staff member will be responsible for the following activities:

Research and technical assistance to the Transfer Project
- Support field work and data collection for mixed methods impact evaluations of large-scale social protection and other programmes designed to address children's poverty and social exclusion.
- Design, undertake and supervise qualitative research activities; contribute to study design, tools, protocols, trainings and methodologies.
- Conduct and support the implementation of mixed-methods data analysis and write-up of research findings, in collaboration with partners on the research programmes.
- Make major analytical contributions to research reports, briefs, working papers and other peer reviewed publications.
- Coordinate research implemented by teams and partners and assure quality of outputs produced.
- Supporting in the preparation and writing of high-quality publications for peer-reviewed journals and edited volumes; working papers; policy reports and briefs; web stories, blogs and other media
- Provide technical assistance in cross-team (Innocenti, NYHQ, Regional and Country Offices) research activities in areas of social protection and inclusion, as needed.

Research and technical assistance to GRASSP
- Conduct multi-country qualitative research and manage qualitative data collection activities on gender, age and social protection; Contribute to study design, tools, protocols, trainings and methodologies
- Contribute to the political economy analysis of the institutionalization of gender in social protection systems
- Conduct and support the implementation of mixed-methods data analysis and write-up of research findings, in collaboration with partners on the research programmes.
- Make major analytical contributions to research reports, briefs, working papers and other peer reviewed publications.
- Supporting in the preparation and writing of high-quality publications for peer-reviewed journals and edited volumes; working papers; policy reports and briefs; web stories, blogs and other media
- Provide technical assistance in cross-team (Innocenti, NYHQ, Regional and Country Offices) research activities in areas of social protection and gender, as needed.

Management and co-ordination
- Day-to-day management of research operations, project design, planning, development and implementation.
- Monitor work plans, timelines, budgets, milestones and deliverables.
- Support the identification, recruitment, and management of consultants (in-country and international) who will support GRASSP and Transfer Project research programmes.
- Working closely across teams within OoR (Social and Economic Policy, Child Rights and Protection, Research in Education and Development, Research Facilitation and Knowledge Management, Finance, HR, Communications, Operations, Convening) and across offices (HQ, Regional, Country Offices) to ensure that research objectives are met.

Support the development of new lines of research and maintain collaborative relationships with external/internal partners
- Contribute to the development of new lines of research on social protection systems examining aspects such as: the scaling up social protection programmes, governance and capacity, financing and public finance management of social protection.
- Contribute to grant seeking proposals for social protection research.
- Initiate new forward-looking research that could strengthen OoR's research profile, including developing Working and Discussion Papers.
- Provide technical assistance to HQ, regional and country offices in the design of research around social protection and social inclusion policies and interventions, as needed.
- Contribute to other ongoing work in the Office;
- Carry out other tasks as requested.

Reporting, dissemination and advocacy
- Lead and support results reporting to donors and internally within UNICEF, through meetings and preparation of progress reports

- Represent OoR and support the communication of research findings including through presentations and lectures, policy briefs, blogs and other social media outlets.
- Serve on advisory groups for related research and contribute to peer review in appropriate situations.

IV. Impact of Results

Evidence from the research programmes will inform decision-making by UNICEF, development partners, policymakers, and practitioners, including FCDO, SIDA, the World Bank, and national governments. GRASSP research findings will serve to incorporate gender and life course considerations into social protection systems, policies, programmes, and institutions. Research findings from the Transfer Project will inform the design and scale-up of national social cash transfers (SCTs) and integrated social protection programmes. These efforts will further enhance and ensure UNICEF's position and ability to promote greater social equality and to protect the rights of children to survive, thrive and develop their full potential for a better society.

V. Competencies and level of proficiency required

Core Values

- Commitment
- Diversity and inclusion
- Integrity

Core competencies

- Drive for results (2)
- Working with people (2)
- Communication (2)

Functional Competencies:

- Formulating strategies/concepts (2)
- Analyzing (3)
- Relating and networking (2)
- Deciding and initiating action (2)
- Applying Technical Expertise (2)

VI. Recruitment Qualifications

Education:	- Advanced university degree in social science, public policy or related fields, with specialization in advanced qualitative

	methods of research and experience in gender-related research. A PhD with research experience desirable.
Experience:	• At least five years of professional and progressively responsible experience in qualitative research and in supporting mixed-methods research. Experience working with quantitative methods also is preferred. • At least five years of experience in gender research in an academic or research institution, NGO, government or the development sector • Expertise in policy and systems analyses would be an asset. • Experience with writing for – and verbal presentation to – varied audiences, including both specialists and policy makers. • Developing country work experience and/or familiarity with emergency is preferred. • A good record of professional publications in relevant academic and policy areas. Knowledge of advanced software applications for qualitative research is preferred.
Language Requirements:	• Fluency in English required; • Fluency in French and knowledge of another official UN language (Arabic, Chinese, Russian or Spanish) is an asset.
Competencies	• Strong research and analytical skills • Strong planning and organisational skills • Strong skills in gender analysis • Excellent writing and verbal communication skills • Ability to work well as part of a team and in a multi-cultural environment. • Aims to achieve high standards for quality of work • Good leadership and management skills • Innovative thinker and problem solver