

TERMS OF REFERENCE

(FOR Temporary Appointments)



UNICEF-BCO: TERMS OF REFERENCE (TOR)

Job Title and Level: Child Protection Officer (CPHA / Climate), NOA

Section: Child Protection

Duration: 364 days

Duty Station: Dhaka

Reports to: Child Protection Specialist (CPHA / Climate), P3

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organisation does — in programmes, in advocacy and in operations. The equity strategy, emphasising 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 — will not only give all children the opportunity to fulfil their potential but also will lead to sustained growth and stability of countries. Therefore, the focus on equity is so vital. It accelerates progress towards realising 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.

UNICEF works in 190 countries and territories to protect the rights of every child. UNICEF has spent 70 years working to improve the lives of children and their families. Defending children’s rights throughout their lives requires a global presence, aiming to produce results and understand their effects. UNICEF believes all children have a right to survive, thrive, and fulfil their potential to benefit a better world.

1. Purpose of Assignment:

Bangladesh has a long history of natural disasters and remains vulnerable to disasters and the impacts of climate change. Bangladesh has frequently experienced disasters such as floods, cyclones, waterlogging, fires, earthquakes, and landslides. Children are among those who suffer the most during disasters, facing risks such as displacement, family separation, injuries, violence, and diseases. In addition, incidents of violence, exploitation, abuse, and neglect increase in the aftermath of a disaster.

The National Child Protection Cluster in Bangladesh is Chaired by the Ministry of Women and Children’s Affairs (MoWCA) and co-chaired by UNICEF. The Child Protection Cluster leads the coordination of disaster preparedness and response activities of national and international non-government organisations and the UN agencies at both the national level and sub-national levels through 15 Child Protection in Emergencies Working groups (CPIEWGs) in the most-disaster prone areas.

The Child Protection Officer (CPHA / Climate), NOA, reports to the **Child Protection Specialist – Pillar Lead Child Protection in Humanitarian Action** for general guidance and direction. This Child Protection National Officer (NOA) will lead, coordinate, and provide technical support to the child protection preparedness and response at the national level in Bangladesh. The Child Protection Officer (NOA) will represent the Child Protection National Cluster coordination as part of the broader inter-cluster coordination structure

under the overall coordination of the Humanitarian Coordination Task Team (HCTT).

Therefore, as part of UNICEF's Core Commitment for Children in Humanitarian Action, the Child Protection National Officer is expected to provide leadership and support to the sub-national and national child protection coordination structures within the Humanitarian Cluster Approach. To fulfil this function, the Child Protection National Officer is needed to lead the overall cluster coordination responses at the sub-national level, particularly focusing on disaster preparedness and response.

2. Major duties and responsibilities:

- **Summary of Key functions/accountabilities**
- **Coordination mechanisms**
- **Needs assessment, analysis, and strategy development**
- **Monitoring and reporting**

Coordination mechanisms:

- Support Child Protection in emergencies Cluster coordination mechanisms promoting and facilitating active participation from key actors, including, relevant, government.
- Provide leadership and support to the national and sub national child protection in emergency coordination structures within the Humanitarian Cluster Approach.
- Provide technical support to the cluster chair in collaboration with GBV and MHPSS working groups to meet comprehensive GBV-related needs for children.
- Establish links to other Cluster coordination mechanisms on critical inter-sectoral issues.
- Work with other Clusters and key actors to identify opportunities to integrate child protection into other sector activities and to avoid duplication; prevent unintentional harm to children because of inappropriate humanitarian assistance.
- In coordination with MoWCA and MoDMR co-leads and prepare coordination meetings in accordance with the Child Protection Cluster in coordination meetings with Government Institutions and participate to coordinate efforts led by MoMDR (information, Management, multi-sectoral Emergency preparedness plan, and multi-sectoral assessments).
- Guide and coordinate the timely preparation of programme recommendations and related documentation for inclusion in the Joint Response Plan recommendation ensuring alignment with overall National Cluster Strategic (Child Protection) Plans, strategies, and priorities, plans and competencies.
- Establish results-oriented, two-way communication channels between global, regional level, national level, and sub-national Child Protection coordination groups (as relevant), to promote, upgrade and strengthen a more standardized child protection response across all disaster-prone areas.
- Create Child Protection sub national working groups in the 20 most climate and emergency vulnerable districts.
- Any other responsibilities and activities as assigned by supervisor or section chief

	<p>Needs assessment, analysis, and strategy development</p> <ul style="list-style-type: none"> • Support the government to ensure the Child Protection Cluster and its partners and technical working groups develop/agree on technical standards, strategies, and action plans in line with Child Protection in emergencies minimum standards. • Facilitate Child Protection humanitarian action responses and build on local capacities • Support effective and coherent Child Protection in emergencies assessments and analysis involving all relevant partners, including the identification of gaps and implementation of sectoral responses through collective delivery, and ensuring complementarity of relevant partner’s actions. • Promote Child Protection emergency response actions while considering early recovery and risk reduction concerns. • Ensure adequate Child Protection related contingency planning and preparedness for potentially significant changes.
	<p>Monitoring and reporting:</p> <ul style="list-style-type: none"> • Ensure adequate monitoring mechanisms are in place to review results of Child Protection interventions and progress in consideration of strategies and action plans, including an analytical interpretation of result-based information. • Ensure adequate Child Protection in emergencies outcome reporting and effective information sharing with the government and partners to demonstrate addressing the bottlenecks. • Ensure adequate monitoring mechanisms are in place to review progress outcomes of CP interventions against strategy and action plans • Ensure adequate CP outcome reporting and effective information sharing with government and support to demonstrate that gaps in service and quality have been observed
	<p>Intersectoral coordination and advocacy:</p> <ul style="list-style-type: none"> • Collaborate with Child Protection National Cluster members and allies to develop partnership frameworks to address specific needs and to leverage resources for enhancing and scaling up child protection programmes/projects. Ensure synergy, integration, coherence, and harmonization of programmes/projects with HCTT Strategic Plans and priorities, donors’ development strategies/policies, national priorities/competencies, and UN System development interventions/initiatives. • Undertake advocacy on behalf of the Child Protection National Cluster; Prepare communication strategies and implementation plans and activities for maximum communication impact and outreach to promote awareness, establish partnerships/alliances for sustainable results and support fund raising for child protection cluster programmes and emergency interventions • Link the CP National Cluster advocacy strategy with the CP Sub-Sector in CXB • Where critical gaps in addressing CP, priorities are identified to lobby implementing humanitarian partners (including UNICEF) to address the gaps and advocate for the adequate safe access and resources • Build and strengthen strategic partnerships through networking and advocacy with local/national governments, HCTT, donors, internationally recognized institutions, NGOs, funding organizations, research institutes and private sector to reinforce cooperation and/or pursue opportunities to promote goals and achieve sustainable and broad results on child protection.

3. QUALIFICATION and COMPETENCIES (indicates the level of proficiency required for the job.)

EDUCATION & OTHER SKILL: A university degree in one of the following fields is required: international development, human rights, psychology, sociology, international law, or another relevant social science field.

WORK EXPERIENCE:

- A minimum of one year of professional experience in planning and management in child protection and GBV-related areas is required.
- Experience in CPHA is considered an asset.
- Strong CP coordination skills desired
- Experience working in a developing country is considered as an asset.
- Relevant experience in programme development in child protection related areas in a UN system agency or organisation is considered as an asset.
- Experience in both development and humanitarian contexts is an added advantage.
- Experience and/or training in cluster information management is desirable.

LANGUAGE PROFICIENCY: Fluency in English is required. Knowledge of another official UN language or local language of the duty station is considered as an asset

COMPETENCIES/SKILLS: UNICEF foundational/functional competencies

Values

- Care
- Respect
- Integrity
- Trust
- Accountability

Competencies

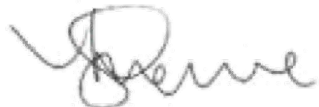



- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)

Child Safeguarding Certification (to be completed by the Supervisor of the post)

Child Safeguarding refers to proactive measures taken to limit direct and indirect collateral risks of harm to children, arising from UNICEF’s work or UNICEF personnel. Effective 01 January 2021, Child Safeguarding Certification is required for all recruitments.

<p>1. Is this position considered as an "elevated risk role" from a child safeguarding perspective? * If yes, check all that apply below.</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<p>2a. Is this a Direct* contact role?</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<p>2b. If yes, in a typical month, will the post incumbent spend <u>more than 5 hours</u> of direct interpersonal contact with children, or work in their immediate physical proximity, with limited supervision by a more senior member of personnel.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No
<p><i>*"Direct" 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.</i></p>	

<p>3a. Is this a Child data role? *:</p> <p>3b. If yes, in a typical month, will the incumbent spend <u>more than 5 hours</u> manipulating or transmitting personal-identifiable information of children (names, national ID, location data, photos)</p> <p><i>* "Personally-identifiable information", in this context, means any information relating to a child who can be identified, directly or indirectly, by an identifier like a name, ID number, location data, photograph, etc. This is a "child data role".</i></p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <hr/> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>4. Is this a Safeguarding response role*</p> <p><i>*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</i></p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>
<p>5. Is this an Assessed risk role*?</p> <p><i>*The incumbent will engage with particularly vulnerable children¹; or Measures to manage other safeguarding risks are considered unlikely to be effective².</i></p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>

Approvals	Name	Signature & Date
<p>Supervisor of the post</p> <p><i>Confirms by signing:</i> 1) that the JD describes the responsibilities and requirements of the post; 2) that the funds are available to fill the post</p>	Irene TUMWEBAZE	 4/9/2023
<p>Chief of Section -CP</p>	Natalie MCCAULEY	 09.04.2023
<p>Chief of Human Resources</p>	Edith HOMONNAI	 9 April 2023
<p>Deputy Representative</p>	Emma BRIGHAM	 12.04.2023

¹ Common sources or signals of additional vulnerability may include but are not limited to: age of the child (very young children); disability of the child; criminal victimization of the child; children who committed offences; harmful conduct by the children to themselves or others; lack of adequate parental care of the children; exposure of the children to domestic violence; a humanitarian context; a migrant (refugee/asylum-seeking/IDP) context. No 'baseline' vulnerability will be set. Hiring Managers will need to use judgment, taking into consideration the implications that follow from an assessed risk role (additional vetting scrutiny, training).

² i.e. the role-risk will be compounded by other residual risks.