



UNITED NATIONS CHILDREN'S FUND JOB PROFILE

I. TA Information

Job Title: Social Policy Specialist
Supervisor Title/ Level: Humanitarian Policy Specialist P-4
Organizational Unit: Office of Research-Innocenti
Post Location: Florence, Italy

Job Level: TA P-3
Job Profile No.:
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 at UNICEF. It undertakes and commissions research on emerging and current issues of relevance for children in order to inform the strategic directions, policies and programs at UNICEF and its partners. The office explores emerging issues, identify research gaps, and brings together existing researchers to support or undertake new research, data collection and analysis to address critical questions.

One of the OoR research units, Social and Economic Policy (SEP), seeks to hire a researcher on a Temporary Assignment contract at the P3 level to support ongoing research examining the effects of cash transfer programs on children's participation in school and work.

Social protection and social cash transfers are seen as a key tool for combating the triple threat of chronic poverty, hunger and HIV and AIDS in East and Southern Africa. However, there are still a number of unanswered questions about how, why and in what contexts social transfer programs are most appropriate and effective. The Transfer Project, an initiative of OoR and partners, responds to this evidence gap by assessing the impact of government social transfer programs on children and their families' well-being, generating lessons across the region on key implementation and policy issues. The Transfer Project evaluates social cash transfer programs in 10 countries. Extensive data are collected to capture the effects of these transfer programs on a wide range of outcomes such as household demographics, health, productive activities, investment, credit-uptake, asset ownership, consumption, and children's participation in education and work.

As part of the Transfer Project, OoR carries out in-depth quantitative and qualitative analysis of the effects of Cash Transfer programs on children's participation in school and work. The research aims to establish the extent to which cash transfers affect children's participation in school, work, and child labor as defined in international conventions and national legislation. The project also aims to establish the extent to which measured effects are heterogeneous across subgroups (e.g. boys and girls, older and younger children), to what extent children combine school and work, what mechanisms drive the observed effects, and ultimately the implications for child wellbeing and transitions to adulthood.

This post reports to:
Jacobus de Hoop

Purpose for the job

The objective of the assignment is to contribute significantly to our understanding of the effects of large scale, government-run social protection programs in Sub-Saharan Africa on children.

III. Key functions, accountabilities and related duties/tasks**Summary of key functions/accountabilities:**

1. Support on-going studies examining the effects of large-scale, government-run cash transfer programs in Malawi, Tanzania, and Zambia; contribute to preparation of detailed reports providing accessible evidence to policy makers; contribute to preparation of technical manuscripts of sufficient quality to be published in well-regarded, peer-reviewed outlets.
2. Support dissemination of research findings to feed into global debates and policy recommendations; support preparation of dissemination events; present findings in conferences and workshops; prepare policy briefs summarizing research findings; prepare blogs to increase the visibility of the research.
3. Examine strategic avenues for OoR to build on the on-going work in Malawi, Tanzania, and Zambia and to expand the OoR research agenda on child time use and child labor; examine potential linkages with OoR initiated research on “cash plus” interventions; examine potential linkages with OoR initiated research on social protection in humanitarian settings.
4. Contribute to the development and support of dialogue on the role that social protection, equity and exclusion policies have on children, adolescents and other vulnerable groups’ wellbeing with relevant research and knowledge networks within and outside the organization.
5. Contribute to the research coordination, capacity building and quality assurance functions of the OoR. Participate in interdisciplinary research at OoR through involvement in selected cross-functional teams and consultations, providing technical inputs and comments to research at OoR from the perspective of poverty, wellbeing, equity and social exclusion.

IV. Impact of Results

These contributions are expected to be of relevance to a wide variety of audiences and to feed into global discussions about the role of social protection in the lives of children and into concrete policy recommendations in the countries in which the work is carried out.

V. Competencies and level of proficiency required

(based on UNICEF Competency Profiles)

- Communicates effectively to varied audiences, including during formal public speaking
- Able to work effectively in multi-cultural environment
- Sets high standards for quality of work and consistently achieves project goals
- Translates strategic direction into plans and objectives
- Analyses and integrates diverse and complex quantitative and qualitative data from a wide range of sources
- Quickly builds rapport with individuals and groups; maintains an effective network of individuals across organizational departments

<ul style="list-style-type: none"> Identifies urgent and potentially difficult decisions and acts on them promptly; initiates and generates team- and department-wide activities Demonstrates, applies and shares expert technical knowledge across the organization 	
<p><u>Core Values</u></p> <ul style="list-style-type: none"> Commitment Diversity and inclusion Integrity <p><u>Core competencies</u></p> <ul style="list-style-type: none"> Communication (III) Working with People (III) Drive for Results (III) 	<p><u>Functional Competencies:</u></p> <ul style="list-style-type: none"> Formulating Strategies & Concepts (III) Analyzing (III) Relating & Networking (III)

VI. Recruitment Qualifications	
Education:	<ul style="list-style-type: none"> Advanced university degree in economics, public policy, or related field, with specialization in advanced statistics, quantitative methods, and/or data analysis. PhD with research experience highly desirable.
Experience:	<ul style="list-style-type: none"> 5 or more years of relevant work experience in economics or social policy research, including management of data bases, impact evaluation, and analysis of social policy programs. Experience in research on child labor highly desirable. Familiarity with relevant topics in development economics, including: education, child labor, household production, and economic shocks Relevant and high quality academic and policy publications.
Language Requirements:	<ul style="list-style-type: none"> Fluency in English. Knowledge of French or Portuguese would be an asset.