



UNITED NATIONS CHILDREN'S FUND (GENERIC) JOB PROFILE

I. Post Information

Job Title: Child Protection AoR/ sub national Coordinator Gaza strip Supervisor Title/ Level: CP AoR National coordinator / Chief Child Protection Organizational Unit: Special Representative's office Post Location: Gaza	Job Level: Level 3 Job Profile No.: CCOG Code: Functional Code: Job Classification Level: Level 3
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II. Organizational Context and Purpose for the job

Humanitarian action is of fundamental importance to UNICEF and encompasses interventions aimed at saving lives, alleviating suffering, maintaining human dignity, and protecting the rights of affected populations wherever there are humanitarian needs, as well as interventions addressing underlying risks and causes of vulnerability to disasters, fragility and conflict. UNICEF's humanitarian action is guided by the Core Commitments for Children in Humanitarian Action (CCCs) which set organizational, programmatic and operational commitments and benchmarks against which UNICEF holds itself accountable for the coverage, quality and equity of its humanitarian action and advocacy and which are mandatory for all UNICEF personnel.

Furthermore, UNICEF is committed to support humanitarian coordination through the cluster approach. Introduced as part of the humanitarian reform, the cluster approach, aims at ensuring clear leadership, predictability and accountability in international responses to humanitarian emergencies by clarifying the division of labor among organizations and better defining their roles and responsibilities within the different sectors involved in the response. As a member of the IASC, UNICEF work along with national and local stakeholders (including national and local authorities, CSOs, and communities) to support humanitarian coordination and to improve the collective impact of humanitarian response. Whether the cluster approach is activated or not, UNICEF plays a key role in both global and country-level interagency coordination for its areas of programmatic responsibility. As Cluster Lead Agency (CLA) for Nutrition, WASH, Education (co-led), and Child Protection Area of Responsibility (AoR) within the Protection Cluster, UNICEF is committed to fulfil the core functions defined by the IASC when the clusters are activated or when UNICEF is asked to support sectoral coordination.

The magnitude of the escalation of hostilities between Israel and armed groups in the Gaza Strip since 7 October 2023 has led to grave humanitarian consequences. As of 31 October, according to the Ministry of Health, at least 8,525 Palestinians have been killed, 67% are women and children, and 21,543 Palestinians have been injured. About 1,800 people, including at least 940 children, have been reported missing and may be trapped or dead under the rubble, awaiting rescue or recovery. At the same time throughout the West Bank there has been a dramatic increase of violent incidents and military operations.

There is a need to step up the coordination of partners of the CP AoR at the subnational level in Gaza to ensure coordinated, timely and effective delivery of child protection services and support to children in the Gaza Strip.

A well-run AoR/ Sector/ Working Group coordination team is a formal deliverable of the Cluster Lead Agency and forms a part of the agency's work.

Purpose of the job:

Under the overall direction and guidance of the CP AoR National Coordinator and the Chief Child Protection, the Child Protection Specialist AoR Coordinator will provide leadership and representation of the AoR/ Sector/ Working Group in the Gaza strip . They will facilitate the processes that will ensure a well-coordinated, strategic, adequate, coherent, and effective response by participants in the AoR/ Sector/ Working Group that is accountable to those who are affected by the emergency. In their effort to provide an efficient and effective response to the humanitarian crisis in the Gaza strip, the Child Protection AoR sub-national coordinator is responsible for building relationships with stakeholders, for securing the overall coordination of sectoral responses and for ensuring inter-sectoral collaboration at the national level and for ensuring adequate coordination with the national level.

The Child Protection AoR sub- national coordinator will also be responsible for supporting UNICEF as a cluster lead agency to perform and strengthen its role as the last resort provider for the Child Protection sector to ensure an adequate and appropriate response.

III. Key function, accountabilities and related duties/tasks

The post holder is responsible for providing predictable, timely and strategic leadership and representation for the Child Protection AoR/ Sector/ Working Group in the Gaza Strip to ensure a timely and effective AoR/ Sector/ Working Group response. The post holder is responsible for leading a range of stakeholders, beyond their immediate direct reports, to work collectively towards the realization of a shared goal based on evidence.

The post holder's main tasks and responsibilities will include but not be limited to:

Coordination, representation and leadership

- Establish/strengthen and maintain a coordination mechanism that facilitates the effective achievement of the cluster functions (as outlined by the IASC Reference Module) and the requirements of the HPC (HNO, HRP and CCPM) and which builds on pre-existing coordination structures where appropriate and furthers the development of current or future national and subnational capacities,
- Coordinate with UNICEF Child Protection Programme section and the CP AoR at the national level, ensuring alignment of work and priorities, effective communication, reporting and engagement, and overall coherence in light of UNICEF's role as AOR Lead Agency
- Coordinate with the Protection Cluster and other AoRs (GBV, MA, Legal taskforce) at the sub-national level to ensure mainstreaming of key child protection issues and collaboration on cross-cutting protection concerns, as well as alignment of work and priorities, effective communication, reporting and engagement,
- Supervise the AoR/ Sector/ Working Group coordination team in the Gaza strip,
- Ensure appropriate coordination and build partnerships with all relevant sector stakeholders including local authorities, local, national, and international organizations,

other AoRs/ Clusters/Sectors/ Working Groups, inter-cluster-coordination fora, and affected populations as appropriate,

- Build complementarity of partner actions within AoR/ Sector/ Working Group, pro-actively negotiating with partners to avoid and resolve duplication and gaps,

Needs assessment and analysis

- Lead the planning and implementation of child protection needs assessment and analysis, including representing the AoR/ Sector/ Working Group in multi-sectoral needs assessments and joint analysis of need, at subnational level.
- Analyse needs assessment data and work collaboratively with the AoR/ Sector/ Working Group partners to create analytical products, including an evidence based HNO.

Strategic response planning

- Lead and coordinate strategic planning, response prioritization, and the development of the sectoral response plan that is based on the HNO and aligned with national priorities, policies and plans, and updated regularly according to emerging needs.
- Ensure all programme delivery modalities (in-kind, cash, voucher, and services) are given equal consideration in the strategic response planning and establish and implement systematic measures for supporting their consideration and use,
- Provide relevant technical expertise and advice to AoR/ Sector/ Working Group partners to ensure activities are aligned with sub-national and national priorities and communities' needs,
- Ensure that sub-national AoR/ Sector/ Working Group response planning is updated regularly according to evolving needs and that it establishes indicators by which performance of the sub-national AoR/ Sector/ Working Group can be measured,
- Engage with OCHA and other AoRs/ Clusters/ Sectors/ Working Groups to contribute to the development of the HRP, advocating for a response that reflects and addresses the concerns of the AoR/ Sector/ Working Group.

Resource mobilization and advocacy

- Support and coordinate the mobilization of adequate resources to ensure effective functioning of the AoR/ Sector/ Working Group at the sub-national level and its response as well as the HDP nexus and system strengthening components, and subsequent handing over and establishment of medium to long term capacities when the cluster approach is deactivated,
- Monitor, analyse and communicate information about AoR/ Sector/ Working Group's financial situation and resource mobilization and identify appropriate actions to address gaps or constraints,
- Advocate for improved sectoral outcomes, network with advocacy allies and influence stakeholders' decision-making.

Implementation and monitoring

- Monitor, evaluate and report on the coverage, equity, quality and progress of the response against the sub-national AoR/ Sector/ Working Group strategy, priorities and agreed results, including system strengthening and HDP nexus.
- Plan and support gap and coverage analysis to identify spatial and temporal gaps, overlaps and coverage of the AoR/ Sector/ Working Group humanitarian response,
- Monitor the sub-national AoR/ Sector/ Working Group's adherence to IASC cluster approach principles, relevant humanitarian and sectoral agreements, standards, initiatives and guidelines and encourage partners to make improvements.

Accountability to affected populations

- Be accountable to the affected population by promoting inclusive and consultative feedback mechanisms and encouraging the involvement of affected population in the response,
- Ensure the inclusion of cross cutting issues (age, disability, gender, gender-based violence (GBV) mitigation and response and HIV & AIDS) in the sub-national AoR/ Sector/ Working Group activities throughout the HPC,
- Encourage partners to demonstrate a positive and systematic approach to inclusion and diversity,
- Adhere to child safeguarding and PSEA policies including procedures for challenging and reporting incidents and ensure other members of the coordination team comply.

Strengthen national and local capacity

- Encourage participation of local and sub-national national actors in AoR/ Sector/ Working Group activities and strategic decision-making, removing barriers to access,
- Lead the development of a capacity assessment and capacity strengthening strategy for sub-national AoR/ Sector/ Working Group members and oversee implementation and harmonization of initiatives,
- Be responsible for Supporting UNICEF as a cluster lead agency to perform and strengthen its role as the last resort provider for the cluster to ensure an adequate and appropriate response in the Gaza strip

IV. Impact of Results

Working in partnership with AoR/ Sector/ Working Group participants, the Child Protection AoR sub national coordinator provides leadership and representation for the AoR/ Sector/ Working Group. This contributes to the predictability and accountability of humanitarian action, in line with the aims of the cluster approach and IASC principles, and ensures that the humanitarian response is well-coordinated, strategic, adequate, coherent, and effective and builds the resilience of the affected population. It also contributes to maintaining and enhancing the credibility and ability of UNICEF to fulfil its commitments as Cluster Lead Agency, in line with the CCCs. By identifying opportunities from the onset and throughout the humanitarian response to build resilience of the affected population, for programming and coordination capacity and leadership, and realization of HDP nexus, wherever possible

V. Competencies and level of proficiency required (based on UNICEF Professional Competency Profiles)**Core Values**

- Care
- Respect
- Integrity
- Trust
- Accountability

Core Competencies

- Nurtures, Leads and Manages People (2)
- 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)
- Drives to Achieve Impactful Results (2)
- Manages Ambiguity and Complexity (2)

Coordination Competencies

- Applies Humanitarian Principles, Standards and Guidelines (1)
- Applies Key CPIE Concepts and Tools (1)
- Operates Safely and Securely (1)
- Demonstrates Commitment to a Coordinated Response (1)
- Promotes Cooperation and Collaboration (1)
- Demonstrates Accountability (1)
- Promotes Inclusion (1)
- Provides Influential and Strategic Leadership (1)
- Analyses and Communicates Information (1)
- Supports Resource Mobilization (1)
- Advocates for Improved Child Protection Outcomes (1)
- Monitors the Response (1)
- Strengthens National and Local Capacity to Respond and Lead (1)

(See the CP AoR Competency Framework for Cluster Coordination for more information on the Coordination Competencies.)

VI. Recruitment Qualifications

Education:	<p>An advanced university degree in one of the following fields is required: international development, human rights, psychology, sociology, international law, or another relevant social science field.</p> <p>Extensive work experience relevant to this post may be considered as a replacement for formal qualifications.</p>
Experience:	<p>A minimum of 5 years of professional experience in child protection planning and management is required. Relevant experience in programme management in child protection related areas in a UN system agency or organization is considered an asset.</p> <p>Experience of working in the humanitarian coordination system and protection or child protection coordination is required.</p> <p>Experience in effective management of human resources/teams in high stress/risk environments is an advantage.</p> <p>Experience in humanitarian contexts is required with experience in development contexts an added advantage.</p>

Language Requirements:	Fluency in English is required. Knowledge of another official UN language, preferably Arabic, is considered an asset.
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VII. Technical requirements

The post holder must demonstrate good knowledge and skills in the following areas:

Humanitarian architecture, cluster approach and core functions

- Key process and features of the humanitarian programme cycle (HNO, HRP and CCPM), the humanitarian reform process and the transformative agenda, the Humanitarian-Development Nexus and the Grand Bargain Commitments,
- IASC Guidance Note on Strengthening Participation, Representation and Leadership of Local and National Actors in IASC Humanitarian Coordination Mechanisms, IASC Results Group 1 on Operational Response, (2021),
- IASC Reference Module for Cluster Coordination at Country Level (2015),
- IASC Guidance Note on Using the Cluster Approach to Strengthen Humanitarian Response (2006).

Humanitarian principles, standards and guidelines

- Core Commitments for Children in Humanitarian Action, (2020), UNICEF,
- The Sphere Handbook, (2018), Sphere,
- Core Humanitarian Standard on Quality and Accountability, (2014), CHSA,
- Code of Conduct for the International Red Cross and Red Crescent Movement and Non-Governmental Organizations (NGOs) in Disaster Relief, (1994), ICRC,
- Accountability to Affected Populations: The Operational Framework, (2013), IASC,
- Principles of Partnership: A Statement of Commitment, (2007), ICVA,
- Availability, Accessibility, Acceptability, Quality (AAAQ) framework: A tool to identify potential barriers in accessing services in humanitarian settings, (2019), UNICEF,
- Statement on the Centrality of Protection in Humanitarian Action, (2013), IASC,
- Special Measures for Protection from Sexual Exploitation and Sexual Abuse, (2008), Secretary General Bulletin,
- Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action, (2015), IASC.

Child Protection in Emergencies principles, standards, concepts, tools and resources

- Child Protection principles and standards including the Best Interests of the Child, child participation and family unity,
- Child protection and cross-sectoral assessments tools, methodologies and best practice,
- Mandates, roles, capacities and gaps of AoR, partners and key stakeholders,
- Minimum Standards for Child Protection in Humanitarian Action, (2019), The Alliance for Child Protection in Humanitarian Action,
- Child Protection in Emergencies Coordination Handbook, (2016), Global Protection Cluster Child Protection AoR,
- Child Protection Needs Identification and Analysis Handbook, (2021), Child Protection AoR,
- Inter-Agency Guidelines for Child Protection and Case Management, (2014), Child Protection Working Group,
- Practice Standards in Children's Participation, (2010), Save the Children.

