



UNITED NATIONS CHILDREN'S FUND

I. Post Information

Job Title: **Child Protection Officer**
Supervisor Title/ Level: **Child Protection Officer Level 2**
Organizational Unit: **ODS- Access to Justice**
Post Location: **Colombia**

Job Level: **Level 1**
Job Profile No:
CCOG Code: **1L04**
Functional Code: **CHI**
Job Classification Level: **Level 1**

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. One of the fundamental issues for progress in the fulfillment of the rights of children and adolescents is the guarantee of their access to justice when they get into contact with the justice system or the protection system.

The concept of "Justice for Children" includes the guarantee of access to it by children and adolescents who are victims of crimes as well as by those adolescents accused of infringing the criminal law.

Colombia is committed to progress towards the Sustainable Development Goals, including the guarantee of equal access to justice for all (16.3), and this implies making efforts in terms of evidence generation, advocacy, institutional strengthening, social and behavior change of public servants, among other actions.

UNICEF conceives Justice in a broad sense, which includes the actions and decisions of justice officials as well as administrative officials who make decisions in terms of child and adolescent protection. Its strengthening is associated with key issues in the UNICEF protection strategy at the global level, such as the effective application of the principle of the "best interest of the child", the imperative to listen and take into account their opinion, the deinstitutionalization of children and adolescents, as well as the application of restorative justice and alternative sanctions to deprivation of liberty for adolescents found guilty of committing crimes, through due process.

The inter-sectoral approach is central, in which it is essential to recognize the differences and specific situations of children and adolescents to their age, gender, sexual diversity, ethnicity, nationality, disability and the contexts in which they are immersed: mobility, conflict, emergencies due to natural disasters, among others.

Investing in the access to justice and protection of children and adolescents who get into contact with the protection and justice systems, who are generally those in the most vulnerable conditions, will give them the opportunity to fulfill their potential and will lead to sustained growth and stability of the country.

Job organizational context:

The UNICEF 2021-2024 program in Colombia aims to "contribute to establishing protective and inclusive environments that guarantee the rights of children and adolescents to education, protection, health, water, sanitation and hygiene (WASH) and nutrition with an equity approach and in harmony with the UNICEF Strategic Plan". The new CPD has 3 outcomes: PDET, Migration as development factor and Sustainable Development Goals -ODS-.

Access to justice for children and adolescents is included, as a protection component, in the result related to the acceleration of the SDGs, within which it was established as product 3.4.: "Protection, surveillance, control and justice have the capacities and tools to apply international standards for the protection of the rights of children and adolescents in their procedures, routes, strategies and mechanisms".

The Child Protection Officer (Level 1) will contribute to the Colombia Country Office where the Child Protection Programme is a component of the Country Programme). The Officer reports to the Child Protection Officer at Level 2.

Purpose for the job:

The Child Protection Officer provides professional technical, operational and administrative assistance throughout the programming process for the child protection programmes/projects related to strengthening access to justice for children and adolescents, including those in conflict with the law, through the application of theoretical and technical skills in researching, collecting, analyzing, and presenting technical programme information while learning organizational rules, regulations and procedures to support the Child Protection Programme within the Country Programme.

The Child Protection Officer reports to the Child Protection Officer (Level 2) for close guidance and supervision. Level 1 is an entry professional level and should therefore be normally used as a trainee level for the purpose of acquiring organizational knowledge of rules, regulations and processes to supplement academic and theoretical knowledge of the profession for upward mobility to higher responsibilities. Incumbents at this level are not expected to remain for an extended period of time in the post.

III. Key function, accountabilities and related duties/tasks

Summary of key functions/accountabilities:

- 1. Support programme development and planning on access to justice for children and adolescents at the national and local level.**
- 2. Monitoring and delivery of results on protection of children rights, and implementation of the "best interest of the child", in their contact with the justice and protection systems.**
- 3. Technical and operational support to programme implementation to protect children's right in their contact with the justice and protection systems.**
- 4. Networking and partnership building**
- 5. Innovation, knowledge management and capacity building**

- 1. Support programme planning and implementation on access to justice for children and adolescents at the national and local level.**

- Collect, analyze, verify, and synthesize information to facilitate programme development, design, and preparation. Research and analyze regional and national political, social and economic development trends affecting children and adolescent's access to justice and protection.
- Prepare technical reports and inputs for programme preparation and documentation, ensuring accuracy, timeliness, and relevancy of information.
- Provide technical and administrative support to the following activities at the national level and at the local level, with focus on Norte de Santander, Guajira, Arauca and Atlántico:
 - Design and monitoring of the implementation of initiatives that strengthen the application of Restorative Justice and alternative sanctions to deprivation of liberty in at least two departments or districts, with the participation of adolescents.
 - Dissemination of the results of the Census of differential focus and violence against adolescents linked to the SRPA.
 - Preparation of technical inputs that strengthen care in SRPA services taking into account the results of the 2022 Census
 - Strengthening of SRPA custodial and non-custodial service operators so that their interventions are qualified in accordance with international standards.
 - Generation of evidence that allows strengthening the capacities of justice administrators in the application of the child rights approach in their decisions and actions.
 - Strengthening the capacities of local authorities to identify, report, investigate and respond to cases of violence against children and adolescents, with an emphasis on sexual violence.
 - Strengthening of communities, including the participation of children and adolescents, in the identification, reporting and prevention of cases of violence against children and adolescents.
 - Strengthening access to Justice for Indigenous Children, with emphasis on those affected by sexual violence.
 - Strengthening of capacities at the level of the Public Ministry, for monitoring and surveillance of access to justice and protection of children and adolescents against different forms of violence.
 - Strengthening the capacities of the administrative authorities for the adoption of family care modalities in line with the United Nations Guidelines on Alternative Care.
 - Strengthening of family protection modalities and the progressive exit strategy.

2. Monitoring and delivery of results on protection of children rights in their contact with the justice and protection systems.

- Work closely and collaboratively with colleagues and partners to collect, analyze, and share information on implementation issues, suggest solutions on routine programme implementation and to submit reports to alert appropriate officials and stakeholders for higher-level intervention and/or decisions at the national and local level.
- Keep record of reports and assessments for easy reference and/or to capture and institutionalize lessons learned.
- Participate in monitoring and evaluation exercises, programme reviews and annual sectoral reviews with the government and other counterparts and prepare minutes/reports on results for follow up action by higher management and other stakeholders.
- Monitor and report on the use of sectoral programme resources (financial, administrative, and other assets), verifying compliance with approved allocation, goals, organizational rules, regulations, procedures, donor commitments, and standards of accountability and integrity.
- Report on and follow up on issues identified, to ensure timely resolution by management and stakeholders.
- Prepare inputs for programme and donor reporting.

3. Technical and operational support to programme implementation to protect children's right in their contact with the justice and protection systems.

- Undertake field visits, collect information and share reports with partners and stakeholders.
- Assess progress and provide technical support and/or refer to relevant officials for resolution.
- Report on critical issues, bottlenecks, and potential problems for timely action to achieve results.
- Provide technical and operational support to government counterparts, NGO partners, UN system partners and other country office partners/donors on the application and understanding of UNICEF policies, strategies, processes, and best practices in access to justice and protection of children and adolescents.

4. Networking and partnership building

- Build and sustain close working partnerships with government counterparts and national stakeholders through active sharing of information and knowledge to facilitate programme implementation and build capacity of stakeholders to achieve and sustain results on access to justice and protection of children and adolescents.
- Participate in inter-agency meetings/events on programming to collaborate with inter-agency partners/colleagues on UNDSCF operational planning and preparation of children and adolescents' access to justice and protection programmes/projects, and to integrate and harmonize UNICEF's position and strategies with UNDSCF development and planning processes.
- Research information on potential donors and prepare resource mobilization materials and briefs for fund raising and partnership development purposes.
- Draft communication and information materials for CO programme advocacy to promote awareness, establish partnership/alliances and support fund raising for children and adolescent's access to justice and protection programmes.

5. Innovation, knowledge management and capacity building

- Identify, capture, synthesize, and share lessons learned for knowledge development and to build the capacity of stakeholders.
- Apply innovative approaches and promote good practices to support the implementation and delivery of concrete and sustainable programme results
- Research, benchmark and report on best practices for development planning of knowledge products and systems.
- Participate as a resource person in capacity building initiatives to enhance the competencies of partners, stakeholders and communities on issues related to access to justice and protection of children and adolescents.

IV. Impact of Results

The support provided by the Child Protection Officer to program planning and implementation contributes to the achievement of sustainable results to create a protective environment for children against harm and all forms of violence, and ensures their access to justice and, consequently, their possibility of inclusion, development and wellbeing in society. Success in child protection programs and projects in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to provide technical assistance in key issues related to the child rights implementation in the country.

VI. UNICEF values and competency Required (based on the updated Framework)

i) Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability

ii) Core Competencies (For Staff with Supervisory Responsibilities) *

- Nurtures, Leads and Manages People (1)
- 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)
- Drive to achieve impactful results (2)
- Manages ambiguity and complexity (2)

or

Core Competencies (For Staff without Supervisory Responsibilities) *

- 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)

*The 7 core competencies are applicable to all employees. However, the competency Nurtures, Leads and Managers people is only applicable to staff who supervise others.

VII. Recruitment Qualifications

Education:	A university degree in one of the following fields is required: international development, human rights, psychology, sociology, law, international law, or another relevant social or health science field.
Experience:	A minimum of one year of professional experience in social development planning and management in child protection or child justice related areas is required.
Language Requirements:	Fluency in Spanish is required. Fluency in English is desirable. Knowledge of another official UN language (Arabic, Chinese, French, or Russian) is an asset.