



UNITED NATIONS CHILDREN'S FUND

I. Post Information

POST NUMBER/ CASE NUMBER: 124109
POST/CASE NUMBER OF SUPERVISOR:
Regional Director D-2 (17317)
REASON FOR CLASSIFICATION: New post
REGION/DIVISION: LAC
COUNTRY: Panama
DUTY STATION: Panama
OFFICE: LAC RO
SECTION: Programme
UNIT: Regional Director Office

CATEGORY: IP
PROPOSED LEVEL: 4
JOB TITLE: Child Protection Specialist
(PSEA)
Functional Code: CHI
ICSC CCOG Code: IL04

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 — in programmes, in advocacy and in operations. The equity strategy, emphasizing 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 favoritism. 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 — not only will give all children the opportunity to fulfill their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. It accelerates progress towards realizing 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 LACRO, committed to prevention and response actions, seeks to continue strengthening capacities in the region to prevent and mitigate the SEA risks in our operations, programmes providing greater support to our country offices.

Job organizational context:

UNICEF is committed to creating environments where children, women and their communities are safe and respected by humanitarian and development personnel and can access the protection and assistance provided by them without fear or risk of sexual exploitation and abuse (SEA).

UNICEF is committed to accelerating protection from sexual exploitation and abuse (PSEA) across all humanitarian settings and the development and peace nexus. PSEA is an organization-wide accountability, and UNICEF Child Protection plays a leading role and is a key contributor to this work. UNICEF's Child Protection strategy prioritizes the prevention of violence,

which includes prevention of sexual exploitation and abuse. The UNICEF's Strategic Plan 2022-2025 includes core commitments on PSEA, including within Goal Area 3: Every child is protected from all forms of violence, exploitation, abuse and harmful practices. The Strategic Plan also includes a strategic enabler on the establishment and strengthening of PSEA systems at country-level, for which Child Protection plays a leading role. UNICEF's PSEA commitment is further grounded in UNICEF's [Core Commitments for Children in Humanitarian Action \(CCCs\)](#) and Emergency Procedures.

As a leader in child protection globally and as an agency mandated to strengthen the protection of children and women, UNICEF is also committed to driving forward best practice to deliver on the shared IASC PSEA framework and priority areas and is scaling up its programming to prevent and respond to SEA. UNICEF's approach stems from ED Fore's work as IASC Champion on PSEA in 2018 and 2019. Under ED Fore's leadership, the IASC developed and endorsed the IASC Plan for Accelerating PSEA in Humanitarian Response at Country Level ("the IASC Acceleration Plan"); and a common IASC PSEA Country-Level Framework; and the IASC PSEA strategy to effectively deliver on its commitments to prevent and respond to SEA, and to advance a survivor-centered approach. UNICEF continues to advance the PSEA work as a key contributor to the IASC Acceleration Plan and the new IASC Strategy and Vision on the PSEA and Sexual Harassment (PSEAH) 2022-2026.

Purpose for the job:

Under the leadership and supervision of the Regional Director, and under technical guidance of the Child Protection Regional Adviser, the PSEA Specialist will develop and support UNICEF's work on Protection from Sexual Exploitation and Abuse to meet its institutional and programmatic commitments on PSEA.

The PSEA Specialist will serve as the key technical resource on PSEA and will provide programme guidance and technical support to Regional Office and Country Offices in strengthening UNICEF's PSEA programming and scaling up prevention and response efforts to SEA in line with the office wide PSEA Action Plan, as well as technical leadership in the interagency space for PSEA.

The post holder will also contribute to the achievement of concrete and sustainable programme/project results according to plans, allocation, results based-management approaches and methodology (RBM) and UNICEF's Strategic Plans, standards of performance and accountability framework.

III. Key function, accountabilities, and related duties/tasks

- **Programme development, planning and management**
- Support development of programme proposals reflecting priorities for PSEA, maintain partnership relationships and take other actions to increase visibility of PSEA programming and the financial resources available for PSEA work.
- Contribute to the alignment of PSEA programming with UNICEF Strategic Plan, international standards and mechanisms, donor development policies, and UN-wide interventions and initiatives.
- Contribute to the preparation of programme reports, as required, for management, donors and partners, in line with defined deadlines and endorsed guidance.
- Contribute to the establishment of specific goals, objectives and strategies and implementation plans, including proposing priorities/targets and performance measurement, using results-based planning and management (RBM) to strengthen performance accountability, coherence, and delivery of concrete and sustainable results for PSEA programming.
- Contribute to major monitoring and evaluation exercises to monitor and assess progress at country level and to engage stakeholders to take required actions to achieve PSEA

results; identify and document lessons learned and facilitate strategic use of knowledge gained.

- **Advisory Services and Technical support**

- Provide remote and direct field technical support, expertise and capacity building to Country offices in programme planning and implementation, programme scale-up, and methods and tools for PSEA programming.
- Provide technical support and monitoring for the implementation of the Country Offices PSEA Action Plan and the UNICEF's requirements on PSEA as outlined in the Emergency Procedures.
- Provide technical advice to management on issues related to PSEA, including support and advise the Regional Director and Country Offices on the internal roll out and implementation of UNICEF's SEA reporting mechanisms and responding to allegations, in line with endorsed internal reporting procedures and relevant UN / inter-agency protocols and guidelines.
- Strengthen the capacity of UNICEF staff, consultants, volunteers, and implementing partners on PSEA and understanding of UNICEF's requirements on PSEA from the outset of the emergency response.
- In collaboration with Operations and programmes sections, support partners to ensure PSEA policies, systems and structures are aligned with standards and requirements as per UNICEF PSEA Implementing Partners Procedures and the UN Implementing Partners Protocol.

- **Support Reporting, Response and Prevention of SEA**

- Provide support to the regional office and Country offices on reporting, response and prevention of SEA and integration of PSEA within UNICEF's programming across all sectors, including:

- ***Safe and accessible reporting***

- Support UNICEF Regional Office and Country Offices to promptly establish and/or strengthen effective, safe and accessible reporting channels for SEA that are embedded within UNICEF's overall response and consider the needs of women and children so that any child or adult receiving assistance from UNICEF has access to a safe reporting channel for SEA, linked with CP/GBV assistance.
- Provide technical support to Country Offices and partners to implement community-based reporting mechanisms to ensure that all information pertaining to SEA allegations is handled and referred strictly in line with agreed protocols.
- Ensure that survivors are immediately referred to appropriate assistance (i.e. medical, psychosocial, legal, safety/security, etc.), in line with the survivor-centred approach and the established GBV/CP referral pathways, taking into consideration the safety and wishes of the survivor.

- ***Prevention of SEA***

- Provide support and coordinate with UNICEF sections to ensure diverse and appropriate prevention activities on SEA to rapidly detect and follow up on SEA risk and alerts are implemented across communities and establish systems to monitor implementation.
- Provide technical support to Country Offices in SEA risk assessments and analysis in collaboration with UNICEF sections, partners and interagency PSEA Network to ensure systematic SEA risk assessment and inclusion of SEA risk findings in programme implementation.

- ***Survivor-centred assistance and investigations***

- In coordination with Child Protection section, support UNICEF's prompt roll-out of the UN Victims' Assistance Protocol to ensure that survivors of SEA can access assistance and support in the region, and that UNICEF is well-positioned to support any child survivors, as the provider of last resort.
 - Provide technical support and capacity development on the UN Victims' Assistance Protocol, survivor-centred approach, and child sensitive investigations, including with UNICEF partners, the inter-agency PSEA response and related actors.
 - In coordination with Child Protection section, review and monitor the effectiveness of GBV/CP referral pathways at country level and support the scale-up of GBV/CP services to fill any gaps within the response; monitor the quality of assistance and follow up provided to survivors by UNICEF partners.
- **Inter-agency PSEA response, advocacy and partnership building**
 - Represent UNICEF and provide technical leadership in the interagency fora on PSEA; contribute actively in the PSEA network/CoP (R4V and REDLAC) coordination meetings to help advance interagency PSEA results.
 - Support appropriate reporting and response of SEA allegations by the interagency fora, including development and implementation of effective, safe, and accessible interagency reporting mechanism for SEA and development of joint interagency SOPs in relation to receipt and referral of SEA allegations and concerns.
 - Support in the roll out the UN Victims' Assistance Protocol.
- **Innovation and knowledge management**
 - Develop programme knowledge acquisition through systematic collection of country programme experience (lessons learned, best practices, reviews, evaluations) in the area of PSEA, including a key focus on the best practices; facilitate sharing of this knowledge between UNICEF country offices.
 - Promote critical thinking and innovative approaches on PSEA, keeping abreast of current research and introducing and implementing cutting edge practices on reporting victim/survivor assistance and protection, accountability and prevention. Work to institutionalize and disseminate best practices and knowledge learned, including in humanitarian emergency settings.

IV. Impact of Results

The strategic and effective advocacy, planning and formulation of protection from sexual exploitation and abuse (PSEA), child safeguarding, protection programmes/projects and the achievement of sustainable results, contributes to the achievement of goals and objectives to create a protective environment for children against harm, all forms of violence and ensures their survival, development and well being in society. Achievements in child protection programmes and projects in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to provide programme services for mothers and children that promotes greater social equality in the country.

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

Required Competencies are as per UNICEF's Competency Framework:

https://www.unicef.org/careers/media/1041/file/UNICEF%27s_Compentency_Framework.pdf

- Builds and maintains partnerships
- Demonstrates self-awareness and ethical awareness
- Innovates and Embraces Change
- Drive to achieve results for impact
- Manages Ambiguity and complexity
- Thinks and Acts Strategically
- Works Collaboratively with others
- Nurture, Leads and Manages People

VI. Recruitment Qualifications	
Education:	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.
Experience:	<ul style="list-style-type: none"> • A minimum of eight (8) years progressively responsible professional experience in programme design, planning, implementation, and management relevant to child protection, GBV, PSEA or related field, preferably with the UN and/or international NGO. • Experience working in multiple humanitarian and/or development contexts on implementing PSEA or protection related programming for children or adults. • Familiarity with the latest developments in PSEA, inter-agency PSEA responses and humanitarian cluster systems and understanding of the intersections of PSEA with other technical areas (eg. GBV, Child Protection, AAP, etc) • Experience with training and capacity building in PSEA or relevant technical areas • Excellent communication, facilitation, training, networking and advocacy skills. • Proven ability to work independently under difficult conditions and exercise sound judgement in high-pressure situations. • Demonstrated ability to work in a multicultural environment and establish harmonious and effective working relationships, both within and outside the organization. • Developing country work experience and/or familiarity with emergency is considered an asset.
Language Requirements:	<ul style="list-style-type: none"> • Fluency in Spanish and English is required. Knowledge of French is an asset.