



UNITED NATIONS CHILDREN'S FUND (GENERIC) JOB PROFILE

I. Post Information

Job Title: Child Protection AoR Coordinator (sub-national) Supervisor Title/ Level: Child Protection AoR Coordinator P3 Organizational Unit: Child Protection Post Location: Pemba, Cabo Delgado, Mozambique	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 supporting 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 works 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 6+1 functions defined by the IASC when the clusters are activated or when UNICEF is asked to support sectoral coordination.

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

Job organizational context: The Child Protection Specialist AoR Coordinator (level 3) will be based in Pemba, Cabo Delgado in northern Mozambique and will report to the Emergency

Specialist for general guidance and direction and the Child Protection Manager for technical assistance.

Purpose of the job:

Under the overall direction and guidance of the Emergency Specialist with the technical support of the Child Protection Manager, the Child Protection AoR Coordinator will provide leadership and representation of the AoR at the national and sub-national levels. They will facilitate the processes that will ensure a well-coordinated, strategic, adequate, coherent, and effective response by participants in the AoR 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, the Child Protection AoR Coordinator is responsible for building relationships with stakeholders, for securing the overall coordination of sectoral responses and for ensuring inter-sectoral collaboration at the sub-national level and for ensuring adequate coordination with the national level.

III. Key function, accountabilities and related duties/tasks

The post holder is responsible for providing predictable, timely and strategic leadership and representation for the CP AoR to ensure a timely and effective 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

- Ensure and maintain a coordination mechanism that facilitates the effective achievement of the 6+1 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 the Protection Cluster and ICCG, ensuring alignment of work and priorities, effective communication, reporting and engagement,
- Supervise the sub-national AoR coordination team,
- Ensure appropriate coordination and build partnerships with all relevant sector stakeholders including government counterparts and national authorities, local, national and international organizations, other AoRs/Clusters/Working Groups and affected populations as appropriate,
- Build complementarity of partner actions within the AoR, pro-actively negotiating with partners to avoid and resolve duplication and gaps,
- Coordinate, collaborate and represent the AoR with stakeholders across all sectors, including through inter-cluster coordination fora, developing cross-sectoral relationships as appropriate.

Needs assessment and analysis

- Contribute to the planning and implementation of needs assessment and analysis, including contributing to multi-sectoral needs assessments and joint analysis of need, at subnational levels,
- Analyse needs assessment data and work collaboratively with partners to create analytical products, including an HNO based on evidence-based information.

Strategic response planning

- 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,
- 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 technical support to AoR partners to ensure activities are aligned with national priorities and communities' needs,
- Ensure that sub-national AoR response planning is updated regularly according to evolving needs and that it establishes indicators by which performance of the sub-national AoR can be measured,
- Engage with OCHA and other AoRs/Clusters to contribute to the development of the HNRP, representing the concerns of the AoR.

Resource mobilization and advocacy

- Support partners' resource mobilization to promote the effective functioning of the AoR and its response,
- Monitor, analyse and communicate information about AoR'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 AoR strategy, priorities and agreed results,
- Contribute to gap and coverage analysis to identify spatial and temporal gaps, overlaps and coverage of the AoR humanitarian response,
- Monitor the sub-national AoR's adherence to IASC cluster approach principles, relevant humanitarian and sectoral agreements, standards, initiatives and guidelines and encourage partners to make improvements.

Operational peer review and evaluation

- Participate in the annual cluster coordination performance monitoring (CCPM) exercise and annual review and contribute to other sectoral and humanitarian evaluations as appropriate.

Accountability to affected populations

- Be accountable to the affected population by establishing 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 AoR 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 national actors in AoR activities and strategic decision-making, removing barriers to access,

- Contribute to the development of a capacity assessment and capacity strengthening strategy for AoR members and oversee implementation and harmonization of initiatives,
- Lead early warning, contingency planning, and emergency preparedness efforts for the AoR, ensuring adequate participation in inter-cluster early warning, contingency planning and emergency preparedness activities.

IV. Impact of Results

Working in partnership with AoR participants, the Child Protection Coordinator provides leadership and representation for the AoR. 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, 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.

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

Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability
- Sustainability

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:	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:	<p>A minimum of 5 years of professional experience in child protection and social development planning & management is required. Experience in child protection programme management related areas in another UN system agency or organization is considered an asset.</p> <p>Experience in humanitarian contexts is required. Experience in development contexts is an added advantage.</p> <p>Experience in working in the humanitarian coordination system is desirable.</p> <p>Experience in effective management of human resources/teams in high stress/risk environments is an advantage.</p>
Language Requirements:	Fluency in English and one of the following languages is required: Portuguese, Spanish or Italian.

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.