TERMS OF REFERENCE (TORs)

TITLE	Social and Behaviour Change (SBC) Consultant Roster
LOCATION OF ASSIGNMENT	UNICEF Latin America and the Caribbean in Development and / or Humanitarian Contexts
LANGUAGE(S) REQUIRED	Fluency in English and Spanish and other regional language would be an asset (Portuguese, French, Dutch)
DEADLINE FOR APPLICATION	September 27, 2024 Applications may be reviewed on a rolling basis, so you are encouraged to apply as soon as possible to maximize your opportunities for work.

GLOBAL SBC CONSULTANT ROSTER RECRUITMENT ANNOUCEMENT

This announcement is not for a specific SBC consultancy position. It is to be used for the creation of a Regional Rosters, a Regular Roster for Development Contexts and another for Humanitarian or Emergency Contexts.

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programs, 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.

About the SBC:

Social and Behaviour Change in UNICEF is a cross-cutting programme strategy that analyses and addresses the cognitive, social and structural determinants of individual practices and societal changes in both development and humanitarian contexts. SBC uses the latest in social and behavioral sciences to understand people, their beliefs, their values, the socio-cultural norms and the economic and institutional contexts that shape their lives, with the aim of engaging them and increasing their influence in the design of solutions for

change. SBC brings social and behavioral evidence generation together with participation in community-led and human-centered processes. SBC is at the core of UNICEF's mandate, with corporate results across sectors revolving around behaviors like immunization, feeding practices, learning, hygiene, and positive discipline, as well as transformations across sectors needed to make societies more inclusive, equitable and peaceful.

UNICEF SBC employs a mix of approaches including community engagement, strategic communication, applied behavioral science, service delivery improvement, systems strengthening, social mobilization and policy advocacy to advance child rights, survival, development, protection, and participation.

About the Regional SBC Rosters:

The LACRO Regional Rosters include approved profiles of SBC experts and are maintained and utilized by UNICEF staff regionally to recruit consultants, ranging in length from short term to long term.

Currently the UNICEF SBC Section is expanding its regional roster in two categories 1) SBC Roster (development context) for candidates with proven expertise in a wide range of SBC services in non-emergency, development programming contexts 2) an Emergency Roster for candidates with expertise in delivering SBC in humanitarian, disease outbreak, conflict, and other emergency contexts. Candidates with expertise to work in this capacity are highly encouraged to apply.

Applicants for this announcement will be considered for the Regular (development context) and / or the Emergency Roster based on their expressed interest in one or both rosters; responses to a set of screening questions; and qualifications.

By applying to this announcement, you are applying to be considered for inclusion in one or multiple SBC Rosters. The rosters will be used by UNICEF staff to streamline the process for onboarding SBC experts with relevant experience. Approved applicants will be assigned to the pool of candidates for one or both rosters based on their preferences expressed at the start of the application process.

A panel will review all applicants and assess their suitability for inclusion in the roster(s). In some cases, the candidate may be contacted for additional assessment, including, for example, work samples, a brief interview, reference checks, etc. Please note that only candidates who have passed this selection process will be included on the rosters. If you are selected for at least one roster, your profile will be accessible to approved UNICEF staff regionally who can then contact you directly with invitations to bid for future consultancies that fit your profile. The assignment of a candidate to a roster does not guarantee contracts and not all positions are sourced from the rosters.

Candidates will be notified if they are selected for a roster. Please note that candidates who are not selected will not be contacted.

PURPOSE
Varies depending on specific assignment.

EXPECTED RESULTS: (MEASURABLE RESULTS)

Varies depending on specific assignment.

DUTY STATION
Home based with eventual travels depending upon specific assignment.

TIMEFRAME: Based on specific assignment

Job description/Technical background:

Approved candidates could be offered consultancies across UNICEF LAC Countries and the Regional Office that can range in topics but might fall under any of the technical areas listed below. Since this announcement is to build two distinct rosters (development context and humanitarian), the list of technical areas below might not apply to all candidates for all rosters. Across the rosters, we are looking for applicants with some combination of the following technical areas of expertise.

a. Successful candidates for both rosters will have demonstrated experience in one or more of these areas:
    a. SBC Programme Design, Plan and Implement
    b. SBC Research and Analysis
    c. Generate and use of SBC evidence
    d. SBC planning and Strategy Development
    e. SBC curriculum development, training, and facilitation
    f. SBC Creative strategy and material development
    g. SBC Knowledge Management documentation and report writing
    h. SBC Systems strengthening, capacity assessment and development
    i. SBC Monitoring and Evaluation
    j. SBC related partnerships, news media engagement, capacity building and advocacy
    k. Community engagement and social mobilization
    l. Applied Behavioural sciences
    m. Applied Social sciences
    n. SBC Innovations and new technologies
    o. Graphic Design

b. In addition, successful candidates for the humanitarian roster will have experience in one or more of the following areas:
    a. Risk Communication, SBC, and/or Community Engagement in diseases outbreak
    b. Risk Communication, SBC, and/or Community Engagement in other disease outbreaks
    c. Risk communication, SBC and/or Community engagement in humanitarian contexts (natural disasters, conflict, displacement etc)
    d. SBC integrated planning and strategy development for emergency preparedness and response
    e. Community Feedback system for accountability to affected people
    f. Cluster or working group leadership, especially interagency.
    g. Developing monitoring systems and rapid assessments to inform SBC response.
    h. Documentation and knowledge management

KEY COMPETENCIES: Dependent on specific consultancy

EDUCATION:
A University degree in one of the following fields is required: social and behavioural science, sociology, anthropology, psychology, education, communication, communication for development, public relations, or another relevant technical field.

Qualifications:
The level of experience required will vary according to the specific positions, starting at a minimum of 2 years for a junior level position, and up to a minimum of 10 years for senior level position, at the national and international levels.

Some of the typical qualifications required for UNICEF SBC positions are listed below. To be considered for the Rosters, successful candidates will have demonstrated competency in at least one of the following areas. Applicants with expertise in multiple areas will have an advantage.

1. Understanding of Sociological theories, models and approaches supporting processes of social change based on Critical Consciousness, Emancipation, Empowerment, Citizenship amongst others.

2. Understanding of the origin social inequalities and power imbalance through Theories of Dependency and Western / Global North/ Post modernist oriented paradigms.

3. Understanding of the application of social and gender norms frameworks.

4. Understanding of different social and behaviour theories, frameworks (e.g., COM-B, BDM, SEM) models and documented effective approaches (what works) to conduct diagnosis of the drivers of different behaviours to develop relevant, appropriate, quality and sustainable SBC strategies, plans and interventions.

5. Experience and/or training in the application of social and behaviour change theories and current developments and new approaches in the field of social and behaviour change communication, and demonstrated ability to apply them participatory processes, media, strategic communication planning, behaviour analysis, formative research, and evaluation and/or capacity building.

6. Strong technical knowledge and demonstrated experience in designing tools and strategies for quantitative, qualitative and/or participatory research in the fields of SBC, including, for example, research into drivers of social and behaviour change identification; formative research; monitoring and evaluation of social and behavioural communication interventions and/or community engagement.

7. Demonstrated experience in designing rapid assessments in humanitarian context and disease outbreaks including behaviour identification; formative research; monitoring and evaluation of social and behavioural communication interventions and/or applying community engagement standards.

8. Proven experience in SBC capacity development, including systems strengthening and institutional integration of SBC; development and delivery of training programs; development of online learning tools, and/or facilitation.

9. Demonstrated experiences in developing theories of change and linking a chain of causal results.

10. Proven experience in the design and development of SBC strategies and action plans for specific SBC interventions, sector programmes, or country programmes.

11. Demonstrated expertise in knowledge management, including for example development of SBC online and offline knowledge sharing platforms; development of case studies; reporting and documentation of social change processes in development programmes.

12. Demonstrated expertise in use of ICTs for SBC, including, but not limited to, the use of U-Report, Rapid Pro, Internet of Good things, or other new media and technological innovations.
13. Specialized expertise in application of SBC within priority sectors or thematic areas related to UNICEF's Strategic Plan 2020-2025.

14. Knowledge and experience of UNICEF programmes of cooperation and the human rights-based approach to programming is considered as an asset.

15. Experience in a UN system agency or international development organization is considered an asset. Experience working in a developing country is considered an asset, as well as experience with working in emergencies.

16. Understanding of regional/national/local training programs and partnership development modalities with academia and learning institutions to deliver SBC capacity development initiatives at scale.

17. Understanding of latest trends in digitally enabled social listening approaches, rapid data collection and digital community engagement relevant to SBC activities to support the development of new digital social listening mechanisms, data and research tools for SBC.

18. Understanding of existing agile solutions to data challenges in real-time to provide technical guidance to design and facilitate social and behavioural research to inform CE and SBC preparedness and response interventions on time.

19. Understanding of existing SBC capacities in internal and external teams to facilitate capacity building initiatives and improve the learning environment for UNICEF and Implementing Partners on CE, SBC operational approaches to plan, implement and report the interventions.

20. Understanding of partnership building techniques to leverage existing networks to mainstream CE, SBC preparedness and response plans, in particular DRR, cross-cutting areas, gender and disability in emergency preparedness and response.

21. Understanding of monitoring methods and approaches, including participatory, in-person and digital ones to provide technical guidance in designing and conducting regular monitoring and assessment of CE, SBC interventions in line with CCC and Global SBC Indicators Guidelines.

Other Skills:

1. Excellent organizational skills and ability to prioritize and manage multiple tasks within agreed deadlines.
2. Demonstrated skills in effectively packaging and communicating SBC-related data and results in emergencies.
3. Strong analytical skills and ability to work with and as a part of teams.

4. Strong writing skills in English and Spanish language and additional knowledge in Portuguese or French is an asset.
5. Practice with software for graphic design

In addition, to be considered for the humanitarian roster, applicants should have demonstrated expertise/experience in at least one of the following:

1. Proven experience in the design and development of SBC in emergency preparedness and response strategies and action plans for specific humanitarian situations including disease outbreaks with sectors, clusters, and interagency partners/governments.

2. At least 2-5 years of experience working in emergencies as part of an SBC team.

3. At least 2 years of experience in emergency related tools and materials development, capacity development; development and delivery of trainings in humanitarian contexts.

4. Relevant expertise and experience in documenting case studies, fact sheets and sitreps in humanitarian responses.

5. Experience in coordinating and/or facilitating multi-agency SBC approaches as related to preparedness, response, research, planning and implementation in humanitarian contexts.

6. Familiarity and experience in setting up community feedback mechanisms with local partners.

7. Willingness and ability work in a non-family duty station on short notice.