

UNICEF works in some of the world's toughest places, to reach the world's most disadvantaged children. To save their lives. To defend their rights. To help them fulfill their potential.

Across 190 countries and territories, we work for every child, everywhere, every day, to build a better world for everyone.

And we never give up.

For every child, *Protection*

Niger is facing a combination of quick onset and protracted humanitarian crises. Increasing insecurity is leading to population displacements, in a country highly vulnerable to climate related disasters, affected by multiple epidemic outbreaks and by nutritional crisis. A total of 3.8 million people, including 2.1 million children, will need humanitarian assistance in 2022. Conflict, displacement, malnutrition, recurrent disease epidemics, cyclical floods and droughts in Niger have placed more than 3.8 million people, including 2.1 million children, in need of humanitarian assistance, in a context characterized by deep structural challenges and the socioeconomic impacts of COVID-19. Many of those in need are located in hard-to-reach areas with limited humanitarian access, which remains a major bottleneck to the delivery of assistance. Insecurity is spreading at a rapid pace in Niger, with heightened incidence of grave violations against children. Attacks in the Lake Chad region have prevented nearly 235,000 people in Diffa (eastern Niger) from returning home. Nearly 157,000 people are displaced in the regions of Tillabery and Tahoua, in western Niger. Over 77,000 refugees who have fled community-based violence in northern Nigeria are currently living in Maradi region (central Niger), together with more than 21,000 internally displaced people (IDPs). In 2022, an estimated 2.7 million people will experience food insecurity; an estimated 1.3 million children under 5 years of age will suffer from malnutrition, including over 432,804 children who will suffer from severe acute malnutrition; and nearly 1.3 million people will require access to emergency WASH services. Nearly 400,000 children may remain out of school due to insecurity or damage caused by flooding in educational institutions. The country remains highly vulnerable to climate-related threats, including floods and drought. In 2021, 200,866 people have already been affected by floods, while the country has recorded 5,070 cases of cholera (including 1,765 children under 15 years) and 154 related deaths (of which 28 were children).

Job organizational context

UNICEF is committed to creating environments where women, children 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 also holds strong commitments in the areas of gender-based violence programming, which provides the basis for a response to victims/ survivors of 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.

As part of the Central Sahel region, Niger is increasingly characterized by insecurity and significant humanitarian needs. The large number of internally displaced persons as well as refugees have created additional stressors on the government, increasing the need for humanitarian actors to provide assistance. More than 3,000 protection incidents were reported in Niger last year, a large number of them involving children. Gender-based violence is also a significant challenge, with adolescent girls being particularly at risk. These are the conditions that give rise to an increased risk of sexual exploitation and abuse, making action imperative. UNICEF has actively scaled up PSEA in Niger, establishing a CO PSEA Action Plan, reporting channels for staff, and ensuring that all partners meet the established PSEA requirements. UNICEF has also been an active member of the inter-agency PSEA network in Niger. At the same time, there is further work needed to embed PSEA within UNICEF's programming, a manner that reinforces complementarity with gender-based violence programming. This includes in the establishment and scale up of safe and accessible SEA reporting channels that are proven to work for women and girls, strengthening linkages with GBV actors in terms of referral for services, strengthening accountability for SEA victims/survivors in accordance with their wishes, and accelerating the implementation of GBV risk mitigation as a core Child Protection contribution to safe programming across sectors.

How can you make a difference?

The Programme Specialist will support the acceleration of PSEA as outlined in the Core Commitments for Children and the UNICEF Emergency Procedures for the L2 Sahel response, as well as the global PSEA programmatic framework, through the provision of technical support on PSEA and GBV risk mitigation across all programme sectors. Based on achievements on PSEA and GBV in Niger to date, where a CO PSEA Action Plan is currently in place alongside a system for ensuring that all implementing partners meet PSEA requirements, the Programme Specialist will focus on bringing quality programme design and an evidence-based approach to the delivery of PSEA programming and GBV risk mitigation, as outlined in the office-wide CO PSEA Action Plan. The Programme Specialist (PSEA) will serve as the key technical resource on PSEA and will provide programme guidance and technical support to Niger Country Office 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 Programme Specialist will have a direct reporting line to the Country Representative on PSEA management-related issues. The Programme Specialist will sit within the Child Protection Section and report to the Chief of Child Protection on day-to-day matters related to PSEA programming and GBV risk mitigation, as outlined in the annual work plan. The Deputy Representative will provide overall guidance on programmatic issues. The Programme Specialist will collaborate with PM&E, who leads the workstream on PSEA partner assessments, and with HR, who leads the work on ensuring staff meet PSEA requirements.

As a member of the Child Protection section, the Programme Specialist will focus on scaling up PSEA across UNICEF's programming, collaborating closely with the CPiE specialist to integrate PSEA within the humanitarian response. In relation to GBV, the position will focus in particular on the scale up of GBV/ SEA risk mitigation as a core intervention across UNICEF's programming. This work will contribute towards the overall scale up of GBV programming in Niger, including GBV service delivery, that is underway within the CP Section. In this manner, the Programme Specialist, will contribute to UNICEF's overall work to strengthen the protective environment for women and children in humanitarian settings, sharing good practices and promoting evidence-based approaches across all sectors.

The Programme Specialist will represent UNICEF in the inter-agency PSEA network, contributing to the delivery of the HCT/UNCT PSEA Action Plan. On behalf of UNICEF, the Programme Specialist support GBV/ SEA risk mitigation across all clusters, in coordination with the GBV sub-cluster, as part of an overall approach to safe programming for women and girls.

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.

Key function, accountabilities, and related duties/tasks

1. Programme development, planning and management

- Support development of programme proposals reflecting priorities for PSEA and GBV risk mitigation, maintain partnership relationships and take other actions to increase visibility of PSEA and GBV programming, and the financial resources available for this work.
- Contribute to the implementation of PSEA programming in line with the UNICEF Strategic Plan, Core Commitments for Children, Emergency Procedures, 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.

2. Advisory Services and Technical support

- Provide ongoing technical support, expertise and capacity building to Country offices in programme planning and implementation, programme scale-up, and methods and tools for PSEA programming and GBV risk mitigation, across sectors.
- Provide technical support and monitoring for the implementation of the Country Office PSEA Action Plan and the UNICEF's requirements on PSEA as outlined in the Emergency Procedures, under the leadership of senior management and in collaboration with all relevant business units.
- Provide technical advice to management on issues related to PSEA, including support and advise the Representative 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 PM&E and UNICEF sections, provide technical support and/or training 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.

3. Support Reporting, Response and Prevention of SEA and GBV Risk Mitigation

- Provide support to Niger CO on reporting, response and prevention of SEA and integration of PSEA within UNICEF's programming across all sectors, including:

Safe and accessible, community-based reporting of SEA

- Support Niger CO to design, implement and scale up safe and accessible SEA reporting channels for women and children and the community level, across all areas of UNICEF's response. Apply core global standards in the areas of programme design, ensuring that reporting channels are confidential and linked to CP/GBV services for survivor assistance.
- Provide technical support to 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.

GBV Risk Mitigation and Prevention of SEA

- Serve as technical lead for the roll-out of GBV risk mitigation, in line with IASC Guidelines for Integrating Gender-based Violence Interventions in Humanitarian Action.
- In line with the CCCs and Emergency Procedures, provide support and coordinate with UNICEF sections to implement prevention activities on GBV and SEA, including to rapidly detect and follow up on SEA risk and alerts are implemented across communities and establish systems to monitor implementation.
- Support and contribute to GBV/ SEA risk assessments and analysis in collaboration with UNICEF sections, partners and interagency PSEA Network and GBV sub-cluster, and to ensure systematic SEA risk assessment and inclusion of SEA risk findings in programme implementation. Flag SEA risks at the HCT/UNCT level for interagency response.

Survivor-centred assistance and investigations

- In coordination with the Chief of Child Protection, support UNICEF's prompt roll-out of the UN Victims' Assistance Protocol to ensure that survivors of SEA can access assistance and support, 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 the Chief of Child Protection and GBV Specialist, review and monitor the effectiveness of GBV/CP referral pathways 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.

Monitoring and Reporting

- Serve as technical lead for tracking and reporting against corporate PSEA and GBV risk mitigation indicators, including in relation to the SitRep, HAC, Core Standard Indicators (Child Protection; Enabler), and related annual reporting processes.
- Support the CO to provide progress updates, as required, on sensitive cases of SEA that have been received and handled through UNICEF channels, in accordance with UNICEF corporate reporting requirements.

4. Inter-agency PSEA and GBV response, advocacy and partnership building

- Represent UNICEF and provide technical leadership in the interagency fora on PSEA; contribute actively in the PSEA network/taskforce coordination meetings to help advance interagency PSEA results in line with the HCT/UNCT PSEA Action Plan.
- Support appropriate reporting and response of SEA allegations by the interagency PSEA network/taskforce, 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 the HCT/UNCT and PSEA network/taskforce to roll out the UN Victims' Assistance Protocol.
- Represent UNICEF in the GBV sub-cluster on all matters related to GBV risk mitigation. Liaise closely with the CPiE Specialist to coordinate engagement in related areas of CP and GBV programming, particularly in relation to the scale up of service delivery.

5. 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;
- Promote critical thinking and innovative approaches on PSEA and GBV, keeping abreast of current research and introducing and implementing cutting edge practices on reporting (e.g. U-report, Primero), victim/survivor assistance and protection, accountability and prevention. Work to institutionalize and disseminate best practices and knowledge learned, including in humanitarian emergency settings.

To qualify as an advocate for every child you will have...

- 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.
- 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 GBV and 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.
- Proven experience in implementing GBV risk mitigation, across sectors.
- 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.
- Fluency in French is required. Strong knowledge of English is preferred. Knowledge of another official UN language or a local language is an asset.

For every Child, you demonstrate...

UNICEF's Core Values of Care, Respect, Integrity, Trust and Accountability and Sustainability (CRITAS) underpin everything we do and how we do it. Get acquainted with Our Values Charter: [UNICEF Values](#)

UNICEF competencies required for this post are...

- Builds and maintains partnerships (1) ;
- Demonstrates self-awareness and ethical awareness (1) ;
- Drive to achieve results for impact (1) ;
- Innovates and embraces change (1) ;
- Manages ambiguity and complexity (1) ;
- Thinks and acts strategically (1) ;
- Works collaboratively with others (1).

During the recruitment process, we test candidates following the competency framework. Familiarize yourself with our competency framework and its different levels: [competency framework here](#).

UNICEF is here to serve the world's most disadvantaged children and our global workforce must reflect the diversity of those children. [The UNICEF family is committed to include everyone](#), irrespective of their race/ethnicity, age, disability, gender identity, sexual orientation, religion, nationality, socio-economic background, or any other personal characteristic. We offer a [wide range of benefits to our staff](#), including paid parental leave, breastfeeding breaks and [reasonable accommodation for persons with disabilities](#). UNICEF strongly encourages the use of flexible working arrangements. UNICEF has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UNICEF, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. UNICEF is committed to promote the protection and safeguarding of all children. All selected candidates will, therefore, undergo rigorous reference and background checks, and will be expected to adhere to these standards and principles. Background checks will include the verification of academic credential(s) and employment history. Selected candidates may be required to provide additional information to conduct a background check.

Remarks:

UNICEF's active commitment towards diversity and inclusion is critical to deliver the best results for children. For this position, eligible and suitable female candidate are encouraged to apply.

UNICEF appointments are subject to medical clearance. Issuance of a visa by the host country of the duty station, which will be facilitated by UNICEF, is required for IP positions. Appointments are also subject to inoculation (vaccination) requirements, including against SARS-CoV-2 (Covid). Government employees that are considered for employment with UNICEF are normally required to resign from their government before taking up an assignment with UNICEF. UNICEF reserves the right to withdraw an offer of appointment, without compensation, if a visa or medical clearance is not obtained, or necessary inoculation requirements are not met, within a reasonable period for any reason.

Only shortlisted candidates will be contacted and advance to the next stage of the selection process.