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| C:\Users\rnaveed\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\8RXOBJ5Q\unicef.gif | **UNITED NATIONS CHILDREN’S FUND**  **JOB PROFILE** |

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| **I. Post Information** | |
| Job Title: **Social and Behavior Change Specialist**  Supervisor Title/ Level: **Health specialist Polio coordinator**  Organizational Unit: **Health / Immunization**  Post Location : **DRC / Kinshasa**   |  | | --- | |  | | Job Level: **P3-FT**  Job Profile No.:  CCOG Code:  Functional Code:  Job Classification Level: **Level 3** |

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| 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.  **Purpose for the job:**  Despite the African region being certified free of wild polio virus, since 2022, Africa is facing a resurgence of wild polio virus type 1 cases and persistent outbreaks of cVDPV2 and cVDPV1 (polio viruses).  The DRC has been certified free of wild poliovirus since 2015. However, the country has faced outbreaks of circulating variant poliovirus (cVDPV1 and 2) since 2017. To date, there have been 24 separate outbreaks and transmissions linked to cases from Angola, Burundi and the Central African Republic, with a total of 1,066 cases, reported in 185 health zones and spread across 25 provinces. To date, 10 outbreaks remain active. The highest number of cases was recorded in 2022, i.e. 531 cases (around 50% of cases) with co-circulation of type 1 and 2 poliovirus variants. In 2023, 280 cases of circulating variant polio were reported, including 172 of type 2 and 108 of type 1. A case of VDPV3 has also been reported in one province. The DRC has already exported the virus to 6 neighboring countries: Congo, Burundi, Botswana, Malawi, CAR and Zambia in 2023. The DRC is the country in the African region most at risk of polio and the priority country in the efforts of the Global Polio Eradication Initiative (GPEI).  In addition to persistent polio epidemics, the DRC is also faced with multiple health emergencies, including measles, MPox, yellow fever, cholera and conflict-related population movements. This situation encourages the outbreak of epidemics in camps for displaced people and creates an urgent need for access to primary healthcare.  To ensure good preparation and organization of quality campaigns, continued support from Global Polio Eradication Initiative (GPEI) partners is critical to achieving the goals. The Polio Eradication Strategy 2022-2026 has two main goals based on the current stage of the eradication effort: I) to permanently interrupt all poliovirus transmission in endemic countries; and II) to stop cVDPV transmission and prevent outbreaks in non-endemic countries.  Also, in order to provide adequate support to the government’s response to the new outbreaks of cVDPV1 and 2 and, above all interrupt the circulation of the virus, UNICEF's health section in the DRC has set up a Polio programme to carry out interventions in collaboration with other partners. Given the challenges over the next 5 years and the critical need for a decisive response, it is imperative that our Polio team is staffed with skilled professionals in secure, fixed-term positions to enhance operational effectiveness and ensure a sustained, impactful engagement.  The Social and Behaviour Change play a crucial role in improving child immunization in general and for polio particularly, by fostering understanding of childhood diseases, creating demand for services and acceptance of the vaccines. In recognition of this important role, UNICEF in DR Congo is supporting the Ministry of Health to strengthen SBC to support national immunization programmes for polio and other disease outbreak campaigns.  Under the administrative direction and technical guidance of the polio coordinator the incumbent will provide support to the Ministry of Health on the development of systematic, planned and evidence-based and theory driven SBC strategies aiming at increasing sustainable demand and uptake of essential health services, including immunization.  The incumbent will also carry-out key interventions to support national polio programme and disease outbreak  with particular emphasis on research and analysis (including human-centered design), evidence-based planning (with emphasis on micro-planning), implementation of demand promotion interventions (including behavioural insights), preparedness and response to vaccine-related events, community engagement, capacity development on front line workers, and monitoring and evaluation of demand promotion interventions. |

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| III. Key function, accountabilities and related duties/tasks |
| **Summary of key functions/accountabilities:**   1. **Support to strategy design of Social and Behavior Change for immunization activities** 2. **Implementation of Social and Behavior Change activities for immunization** 3. **Technical and operational support** 4. **Advocacy, networking resources mobilization and partnership building** 5. **Innovation, knowledge management and capacity building** |
| **Support to strategy design of Social and Behavior Change for Polio and immunization activities**   * Provide technical support and oversight to the national and provincial department of the Ministry of Health: support UNICEF on the development of evidence-based SBC initiatives and plans aiming at sustainably increasing demand and uptake of essential health services, in particular those related to immunization for polio and other health outbreaks. |
| **Implementation of Social and Behavior Change activities for polio response**   * Generate and Use Evidence: support Unicef and his counterparts on the generation, analysis and utilization of SBC data to inform the design, testing, measurement, monitoring, and reporting of programmes, interventions and outcomes aiming at increasing the uptake of essential health services in both development and emergency contexts. This includes not only demand-related components, but also service-related aspects such as the improvement of quality of services and the adjustment of service delivery modalities to reach all. * Confirm/verify the technical quality, consistency and relevancy of communications strategies for immunization, including materials that are developed, produced and disseminated to target audiences (e.g. individuals, communities, government officials, partners, media etc). |
| **Technical and operational support**   * Collaborate with internal field offices, sections colleagues and the regional office colleagues to contribute to the development of strategies, approaches, policies and the planning of SBC social and resource mobilization initiatives for immunization in support of programmes/projects implementation and delivery of results, including humanitarian response. * Contribute to the M&E and reporting of SBC strategies including design, field testing, compilation, dissemination etc of experiences, lessons learned. |
| **Advocacy, networking and partnership building**   * Advocate and Build Partnerships: Support the operationalization of SBC by advocating and mobilizing resources, coordinating across stakeholders, sectors and teams, and building alliances and partnerships. * Identify, build and maintain partnerships through networking and proactive collaboration with strategic partners, e.g. academia; social networks; celebrities, journalist, media, all sectors/levels of (socially aware) society and critical audience to reinforce cooperation and/or pursue opportunities for SBC advocacy to promote UNICEF mission and goals for child rights, social equity and inclusiveness. |
| **Innovation, knowledge management and capacity building**   * Implement innovative practices, approaches and latest technology on multiple media and social/digital platforms and networks for SBC that are appropriate/available for the CO context and audience. * Institutionalize/share best practices and knowledge learned/products with global/local partners and stakeholders to build capacity of practitioners and disseminate these products to key audiences including donors and partners. * Organize/implement capacity building initiatives to enhance the competencies of clients/stakeholders/partners (government and non-government) in SBC planning, implementation and evaluation in support of programmes/projects including in humanitarian settings. |
| 1. **Visibility and branding**  * Ensure internal and external visibility of SBC activities implemented through high quality photos, videos, social media, webinars, internal and external publication. * Ensure proper use of UNICEF brand to contribute to the positive image and reputation of UNICEF in country. |

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| IV. Impact of Results |
| The strategic and effective development and implementation of SBC capacity strengthening and innovation promotion activities and resources for immunization will contribute to UNICEF’s ability to promote social, political and economic action and changes in behaviors, social attitudes, beliefs, harmful social norms and actions by communities, individuals and society on children’s rights, survival and wellbeing. This in turn contributes to enhancing the ability of UNICEF to fulfill its mission to achieve sustainable, locally-owned and concrete results in improving Key Results for Children, for the survival, development and wellbeing of children in the DRC. |

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| **V. 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. |

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| **VI. Recruitment Qualifications** | |
|  | **Education**: An advanced university degree in one of the following fields is required: social and behavioral science, sociology, anthropology, education, communication, public health, or another relevant technical field. |
|  | **Experience:**  A minimum of five years of professional experience in one or more of the following areas is required: social development and social and behavior change programme planning, communication for development, community engagement, or another related area.  Relevant experience in a UN system agency or international organizations is considered as an asset.  Experience working in a developing country is considered as an asset. |
|  | **Language Requirements:** Fluency in English and French is required. Knowledge of a local language is an asset. |