



**UNITED NATIONS CHILDREN'S FUND  
SPECIFIC JOB PROFILE**

**I. Post Information**

Job Title: **Child Protection Area of Responsibility (AoR) Coordinator, Post #121678**  
Post level: **P3 (TA)**  
Supervisor Title: **Child Protection Specialist (Emergencies), P4, Post # 115630**  
Duration: **9 months**  
Organizational Unit: **Child Protection Section**  
Post Location: **Maputo, Mozambique with travel to field sites (Nampula, Zambezia, Sofala, Cabo Delgado)**

**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 Mozambique is a mid to large (and growing) UNICEF Country Office in ESAR with an exciting and innovative programme for championing child rights in the country. The Country Office has an annual programme budget of approximately US\$ 100 million and over 180 staff members. Following the L3 emergency in 2019, the regular programme augmented with additional funding for recovery in affected areas. The country programme has a broad portfolio in Health, HIV/AIDS, Nutrition, WASH, Education, Child Protection and Social Policy & Research. The programme is transitioning into more integrated and convergent programming hence requiring innovative and collaborative skills.

UNICEF, as highlighted in their Core Commitments for Children in Humanitarian Action, is fully committed to scale-up its Child Protection in Emergencies program in Cabo Delgado, as well as its accountability in the Child Protection Area of Responsibility.

**Job organizational context:** The Child Protection AoR Coordinator (P-3) will be based in Maputo, with frequent travels to field sites (Nampula, Zambezia, Sofala) where UNICEF programmes are being implemented. The Child Protection AoR Coordinator will report to the Child Protection Specialist (Emergencies), P4, Post # 115630.

**Purpose of the job:**

To provide effective leadership in the Child Protection Area of Responsibility, the incumbent will ensure child protection coordination mechanisms in Mozambique, provide guidance to all partners on common standards, strategies and approaches, ensure that all critical child protection gaps and vulnerabilities are identified; and that information is provided on roles, responsibilities and accountability to ensure that all gaps are addressed without duplication.

The Child Protection AoR Coordinator will report directly to the Child Protection Specialist (Emergencies) P4, based in Cabo Delgado and work closely with the Child Protection AoR Sub National Coordinator.

**III. Key function, accountabilities and related duties/tasks****Child Protection Area of Responsibility (national coordination):****1) Establish and maintain appropriate humanitarian coordination mechanisms:**

- Establish the CPAoR at national level, establish an updated mailing list, set meeting times, review ToR.
- Engage with key Government agencies as a co-lead to quarterly workshops related to key areas of Child Protection in Emergencies (CPiE); Children in Armed Conflict (CAAC) reintegration workshop, Unaccompanied and separated children (UASC) & Alternative care, learning from Cabo Delgado, Emergency Preparedness planning.
- Attend Protection cluster national level meetings and Strategic Advisory Group (SAG).
- Mapping of CP partners in Zambezia, Nampula, Sofala and Tete.
- Put in place key documents for the sector; workplan, strategy, emergency preparedness plan, emergency stock.
- Run monthly meetings and share key information and resources around mailing list.

**2) Implementation of sector priorities**

- Support and lead the CPAoR Humanitarian Needs Overview & Humanitarian Response Plan (HNO/HRP) process with the Child Protection Information Management Officer.
- Ensure a monthly national level snapshot to distribute to partners and donors.
- Lead emergency preparedness workshops at provincial level with Government line ministries and CPAoR members in each province – linking with the Protection cluster.
- Be accountable to the affected population through effective and inclusive consultative and feedback mechanisms.
- Develop and implement the localization strategy and help desk.
- Develop advocacy approaches/strategies for issues related to child protection that require sensitization of local authorities or donors and contribute to the development of key messages for broader humanitarian advocacy/messaging initiatives of the protection cluster or the office of the Resident and Humanitarian Coordinator.
- Identify advocacy concerns to contribute to Humanitarian Coordinator (HC) and Humanitarian Coordination team (HCT) messaging and action.
- Engage in joint thematic approach with Gender Based Violence (GBV AoR) on caring for child survivors.
- Ensure the CPiE response is evidence-based through conducting secondary data reviews of CPiE relevant data, including on COVID19 related indicators, and, where necessary, assessments identifying the priority child protection needs and capacities.
- Promote the implementation of the Minimum Standards of Child Protection in Humanitarian Action amongst child protection and non-child protection actors.
- Work with child protection actors to develop an inter-agency CPiE capacity building strategy that meets the needs and priorities.
- Monitor performance of the inter-agency CPiE response against agreed indicators and monitor the core cluster functions; recommending corrective action where necessary.

#### IV. Impact of Results

The strategic and effective advocacy, planning and formulation of child 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 wellbeing 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).

##### Core Values

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

##### Functional Competencies:

- 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)

#### VI. Child Safeguarding Risk Assessment

Is this position considered as 'elevated risk role' from a child safeguarding perspective?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, check all that apply
Direct contact role	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediate physical proximity, with limited supervision by a more senior member of personnel.
Child data role	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (names, national ID, location data, photos).
Assessed Risk Role	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, please indicate the number of hours/months of direct engagement with particularly vulnerable children
Safeguarding response role	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

[Please refer to Guidance on Elevated Risk Roles](#)

<b>VII. Recruitment Qualifications</b>	
Education:	An advanced university degree (Masters or higher) in one of the following fields is required: international development, human rights, psychology, sociology, international law or another relevant social science field. A Bachelor's degree with additional 2 years of relevant work experience is considered in lieu of a master's degree.
Experience:	<p>A minimum of 5 years of professional work experience in social development planning and management, in child protection related areas at the national and international level is required. Prior experience in a similar role is essential.</p> <p>Experience of working in at least two or three developing countries in emergency/humanitarian settings is considered as an asset.</p> <p>Relevant experience in programme development in child protection related areas in a UN system/agency is considered an asset.</p> <p>Advanced knowledge of child protection and GBV approaches, practices and applications i.e. on Adolescent Girl Programming, Child Protection Minimum Standards, GBVIE Minimum Standards, GBVIMS, IASC GBV guidelines.</p> <p>Proven experience of planning and facilitating training, workshops and other capacity building modalities.</p> <p>Demonstrated ability to work in a multi-cultural environment, and establish harmonious and effective working relationships both within and outside the organization.</p> <p>Excellent communication, writing and editing skills.</p>
Language Requirements:	Fluency in English is required. Knowledge of Portuguese or a Latin language (Italian, French or Spanish) is preferred.