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|  | **UNITED NATIONS CHILDREN’S FUND**  **JOB PROFILE** |

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| **I. Post Information** | |
| **Job Title: Programme Specialist (**Environment and Social Safeguard -Risk)  **Supervisor Title/ Level**: Programme Manager, P4 - World Bank Resilience Project  **Organizational Unit:** Programme  **Post Location:** Atbara, Sudan | **Job Level: 3**  **Job Profile No.:**  **CCOG Code:**  **Functional Code: PMA**  **Job Classification Level:** |

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| II. Organizational Context and Purpose for the job |
| **Background:**  Sudan is the third largest country by land area in Africa and is geo-strategically important being located at the cross-roads of Sub-Saharan Africa, East Africa and the Middle East. It has long been a center of trade and commerce and link between neighbouring countries. The country has significant natural resource endowments, including vast arable lands, water, forests, minerals, and precious metals.  Sudan’s history has been marked by coups, political instability, and conflict, which is hindering socio-economic development gains.  The last five years were marked by several rapid political changes. Despite the efforts to shield Sudan’s poor from the effects of the economic adjustments, Sudan’s economic crisis worsened over time, exacerbated by the effects of COVID-19. In April 2023 the situation escalated further into open violent conflict between the Sudanese Armed Forces (SAF) and the Rapid Support Forces (RSF), reactivating over time also prior fault lines in different parts of the country. With the state of the economy already precarious, exacerbated by social unrest, shortages of basic services and livelihood inputs, and freezing of foreign assistance, the military conflict risks pushing the country into a state of collapse.  Fighting between the RSF and the SAF in various states as well as heavy clashes in Khartoum and other urban areas has led to significant displacement of millions of people, both internally and across the border into neighboring countries. Approaching a year of conflict, almost all schools across the country remain closed.  UN entities are working with international and national NGOs to address the immediate needs. Basic services across Sudan have been characterized by weak capacity for delivery, low levels of public expenditure, shortage of qualified personnel, and inadequate infrastructure; further strained by the conflict, including pressure by displaced populations.  UNICEF is responding to the crisis by providing integrated Health, Nutrition, WASH, Education, Child Protection, and Cash assistance. While much of the response is focused on humanitarian interventions UNICEF and other partners are also aiming to build on Sudan’s strong community-based organizations, and lessons learned from other projects, to provide sustainable community led basic services.  **Purpose:**  Under the direct supervision of the Programme Manager, the Programme Specialist (ESS) will ensure that UNICEF Environmental and Social Safeguarding standards (ESS) are complied with and monitored throughout UNICEF programme cycle. They will perform these tasks in line with the contractual requirements included in the respective Environmental and Social Commitments Plan (ESCP) agreed with the World Bank across various UNICEF projects.  S/he will be responsible for the adequate implementation and monitoring of the relevant instruments related to the Risks and ESS Management component. |

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| III. Key functions, accountabilities and related duties/tasks *(Please outline the key accountabilities for this position and underneath each accountability, the duties that describe how they are delivered. Please limit to four to seven accountabilities)* |
| 1. **Support the elaboration of all relevant Risks and Environmental and Social Safeguarding (ESS) management tools, including by ensuring compliance with the existing Environmental and Social Commitments Plans (ESCPs)** 2. **Lead the development of ESS instruments** 3. **Project Implementation, Monitoring, Reporting and Accountability** 4. **Capacity Building and Training of UNICEF staff and partners on ESS** |
| * **Support the elaboration of all relevant Risks and Environmental and Social Safeguarding (ESS) management tools, including by ensuring compliance with the existing Environmental and Social Commitments Plans (ESCPs)** * In coordination with the Programme, Operations, and PME sections, prepare the needed Risks and Environmental and Social Safeguarding (ESS) site-specific management tools, in line with the project-level one, by relying as much as possible on the existing instruments (e.g., technical assessments, screening checklists, community planning tools, etc.). * In coordination with the Programme, Operations, and PME sections and IPM/HACT and supply colleagues, ensure that the relevant mitigation measures are embedded in the PCA/PD and Cover Letters with the Implementing Partners and in the contracts with the service providers, and that they receive relevant capacity building. * In coordination with the Programme, Operations, and PME sections, ensure that the reporting and monitoring of the relevant ESS standards and mitigation measures is embedded in the existing monitoring mechanisms (e.g., TPM, FMM, etc.). * In coordination with the AAP Manager and Complaints and Feedback Mechanism Officer, support the management of the Complaints and Feedbacks Mechanism: revise the protocols (categorization, timeframe, etc.), follow up on open grievances, provide quality assurance on the closure of the complaints, train the Call Center agents and UNICEF colleagues, work with SBC on the dissemination of the CFM information at community level, etc. * Participate in all relevant programmes’ and operations’ meetings to ensure compliance with ESS. * Draft any other additional necessary risk management instruments, guidance notes, monitoring tools, reporting templates, as per the office’s needs. * Provide ESS technical support, guidance, advice to UNICEF’s team. * Contribute to the revision, finalization and roll out of UNICEF global ESS Policy and Procedures. * Share best practices and lessons learnt with UNICEF ESS Community of Practice. * **Project Implementation, Monitoring, Reporting, and Accountability** * Provide technical support during project implementation to ensure its compliance with ESS standards. * Ensure that the identified mitigation measures are implemented by UNICEF and their partners – both IPs and service providers. * Include formulating a roll-out plan, developing supporting guidance and tools, when applicable to support environmental and social safeguarding implementation. * Take stock of lessons learned from previous projects, global regional and national best practices, and current UNICEF and WB principles guidelines and procedures to ensure environmental and social safeguarding tools for the project remain up to date. * Conduct reporting/verification and monitoring activities to ensure that proposed mitigation measures are implemented according to ESS and to constantly reassess the relevant risks. * Report and address all safeguarding issues on the ground through the appropriate channels. * Monitor UNICEF, partners’ (both IPs and service providers), and donors’ compliance with ESS. * Ensure complaints and feedbacks received through the available mechanism are adequately addressed (especially when related to harm to the community or the environment). * Ensure a prompt incident reporting and management according to the donors’ contractual requirement (for WB, ref. to ESCP). * **Capacity Building and Training** * Provide support and direct technical assistance to develop environmental and social safeguarding strategies and plans. * Support to develop and implement ESS capacity building activities for UNICEF staff and partners (both IPs and service providers) where applicable, including TPMs and CFM staffs, in coordination with respective leaders. * Provide technical support to the project and result-based monitoring and evaluation. |

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| IV. Impact of Results (*Please briefly outline how the efficiency and efficacy of the incumbent impacts its office/division and how this in turn improves UNICEF’s capacity in achieving its goals)* |
| The quality of work by the ESS Specialist directly impacts on the overall risk management of UNICEF. S/He follows established procedures but is expected to make overall recommendations for improving practice. The ESS Specialist is accountable for quality, substantive input and ability to help UNICEF deliver on its commitments, most importantly to the vulnerable children and communities it serves. |

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| **V. UNICEF values and competency Required (based on the updated Framework)** |
| * **Core Values** * Care * Respect * Integrity * Trust * Accountability * Sustainability * **Core Competencies** * 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) * Drives to achieve impactful results (2) * Manages ambiguity and complexity (2)   **\***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 is required in one of the following fields: risk/project management, strategic planning, social studies, environmental/civil engineering or public health (with proven knowledge on social standards), or another relevant technical field. * \*A first-level university degree (Bachelor’s Degree or equivalent) in a relevant field in conjunction with two additional years of relevant work experience may be accepted in lieu of an advanced university degree. |
| Experience: | * At least 5 years’ experience in risk informed programming and management, or programme management that include:   + Experience in social and environmental sustainability and design, implementation and preferably monitoring of social and environmental impact assessments and management plans.   + Experience in occupational health and safety, social behavioral change, community engagement, gender. * Excellent interpersonal skills; culturally and socially sensitive; ability to work inclusively and collaboratively with a range of partners, including grassroots community members, religious and youth organizations, and authorities at different levels; familiarity with tools and approaches of communications for development. * Ability to work and adapt professionally and effectively in a challenging environment; ability to work effectively in a multicultural team of international and national personnel. * Experience in training and development of training materials is required. * Accuracy and professionalism in document production and editing is required. * Experience in report writing in English for UN and donor audiences is required. * Experience working in a developing and emergency environment is required, and in Sudan an asset. * Experience in working with UNICEF, or another UN agency is an asset. |
| Language Requirements: | * Fluency in English is required. Knowledge of Arabic is an asset. |