

| TEMPORARY APPOINTMENT: <b>SOCIAL POLICY OFFICER</b>   |                                       |
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| <p>UNICEF Malawi is seeking to engage Social Policy Officer on a temporary appointment to supporting UNICEF’s efforts in strengthening social protection delivery systems (social registry, harmonised grievance redress tools and electronic payments), policy development, sector coordination and “cash-plus” linkages with social services for recipients of social assistance programmes.</p> <p>The Social Policy Officer, you will report to the/be under the overall guidance and supervision of the Social Policy Specialist (protection) in close collaboration with a team of social policy officers and UNVs.</p> |                                       |
| <b>Engagement contract</b>  | Temporary Appointment                 |
| <b>Post Level</b>   | NOB                                   |
| <b>Location</b>   | Lilongwe                              |
| <b>Duration</b>   | 6 months                              |
| <b>Supervisor</b>   | Social Policy Specialist (Protection) |

## 1. ORGANIZATIONAL CONTEXT

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.

**Strategic office context:** The overall goal of the UNICEF Malawi Country Programme of Cooperation, 2019-2023, is to contribute to the Government of Malawi’s efforts to implement and decentralize policies related to children, focusing on the most disadvantaged and deprived, to have their rights progressively respected and fulfilled so they can survive, grow and develop to their full potential in an inclusive and protective society. The country programme is aligned with country and UNICEF regional and global priorities and expected to contribute is aligned with Malawi Vision 2063 and the United Nations Development Assistance Framework (UNDAF). The programme supports the Government of

Malawi to meet its commitment to respect, protect and fulfil children's rights in line with international conventions and standards. The country programme is guided by the principles of children's rights, equity, gender equality, inclusion, and resilience, and supports evidence-based, integrative and innovative programming. The vision is that 'all girls and boys in Malawi, especially the most disadvantaged and deprived, realize their rights'. The programme focuses on early childhood (parenting, high-impact social services, early stimulation, and learning), middle childhood and adolescence (learning, multi-sectoral services, active citizenship), communities (decentralized services and systems, community ownership, social norms), programme effectiveness (monitoring, evaluation, HACT, Innovation, Social Protection and Social Policy and External Communication). The programme is based on 'leaving no child behind', realizing 'rights for all children in Malawi'.

**Job organizational context:** Through UNICEF's work on social protection, UNICEF aims to ensure that the Government has an integrated child-sensitive social protection system targeting the most vulnerable households. The Social Cash Transfer Programme (SCTP) is Malawi's flagship social protection intervention. Since 2006, when the SCTP began, UNICEF has supported the Government through extensive technical assistance in the design, implementation, monitoring and evaluation of the programme. The SCTP is currently operational in all 28 districts in the country reaching about 290,000 households of whom over 600,000 are children.

The evaluation of the programme showed a positive impact on several livelihood outcomes including food security, education, and asset accumulation. However, there is growing evidence in Malawi and beyond on the need to establish and nurture strategic linkages between cash transfer programmes and other interventions cash-plus to amplify the impact of cash transfers. In addition, there is a need for social protection programmes and systems to be resilient and adaptable to respond to emergencies to safeguard gains and mitigate household negative coping strategies across the life course.

## **2. PURPOSE OF THE JOB**

Under the overall guidance and direction of the Social Policy Specialist (Protection) the Social Policy Officer is expected to provide technical guidance, operational support, and coordination in strengthening social protection delivery systems (social registry, harmonised grievance redress tools and electronic payments), support policy development, sector coordination and "cash-plus" linkages with social services for recipients of social assistance programmes in Malawi.

## **3. KEY FUNCTIONS, ACCOUNTABILITIES AND RELATED DUTIES/TASKS.**

The Social Policy Officer is expected to provide technical support as part of the social protection team and in partnership with counterparts and partners with a specific focus on the following elements:

- 1) Support the effective implementation and monitoring of Government-led social protection interventions at the central and district level with a focus on 9 districts.
- 2) Support the implementation, piloting and scale-up of targeting reforms (categorical approaches) and evidence generation on the long-term impacts of the SCTP.
- 3) Lead the scale-up of the cash-plus linkages programme including graduation pathways to sustainable livelihood for the Social Cash Transfer Programme (SCTP) beneficiaries in 9 districts.
- 4) Lead the scale-up of the harmonised e-payments and the leverage of the system for emergencies.

## 1. QUALIFICATIONS

### Education:

- A university degree in one of the following fields is required: Economics, Public Policy, Social Sciences, International Relations, Political Science, or another relevant technical field.

### Experience:

- At least 2 years of relevant experience and proven expertise in the area of social protection and/or humanitarian cash-based assistance.
- Proven experience working on electronic payment systems (Mobile Money Operators (MNOs), financial institutions, Banking) to facilitate large-scale payment to social protection and/or humanitarian interventions is a strong advantage.
- Demonstrated capacity to work with, support and develop the capacity of government institutions in programme design, implementation and evidence generation both at national and district levels
- Previous demonstrable experience in working with the Malawi Social Cash Transfer Programme (SCTP) and/or a resilience and social accountability programmes targeting vulnerable populations.

### Expected technical knowledge and skills:

- Awareness of and knowledge of local and international efforts to the digitisation of Government to People (G2P) payments and financial inclusion is highly desirable
- Proven knowledge and experience in supporting impact evaluations is required.
- Proven skills in the implementation of livelihood programmes among vulnerable popularisation and facilitation of strategic linkages is required.
- Background and/or familiarity with emergency and/or humanitarian is considered as an asset

### Language:

- Fluency in English, both strong verbal and written skills, are essential.

## 2. COMPETENCIES

### Core Values

- Care, Respect, Integrity, Trust, Accountability and Sustainability (CRITAS).

### Core Competencies

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