



UNITED NATIONS CHILDREN'S FUND
JOB PROFILE (JP)

I. Post Information

Job Title: **Child Protection Specialist (Alternative Care)**
Supervisor Title/ Level: **Chief, Child Protection P4 #68521**
Organizational Unit: **Malaysia**
Post Location: **Putrajaya/Kuala Lumpur**

Job Level: **NOC**
Job Profile No.:
CCOG Code: **1L06**
Functional Code: **SOC**
Job Classification Level:

II. Organizational Context and Purpose for the job

Every child has the right to grow up in a supportive family environment. But in Malaysia as in other countries around the globe, too many children end up living in residential care. The majority of children in residential care are not orphans and have at least one parent or other relative.

The immediate and long-term damage caused by family separation and unsuitable alternative care, particularly in institutions, is well documented. Institutions are often characterized by inherently harmful living arrangements. Deprived of parental care, children can endure physical, psychological, emotional and social harm – with consequences that last a lifetime. These children are also more likely to experience violence, abuse, neglect and exploitation.

UNICEF works globally with governments and partners to develop policies and programmes aimed at preventing unnecessary family-child separation and protecting children deprived of parental care. We focus on the root causes of family-child separation, while strengthening child protection systems and supporting children's transition from institutional care to community- and family-based alternative care.

In particular, UNICEF works to:

- Accelerate efforts to end the institutionalization of children, through targeted programming and advocacy, including with the business community as donors and funders of institutional care.
- Strengthen families to prevent family-child separation through a comprehensive social protection approach.
- Redirect resources and prioritize family-based alternative care within communities.

- Improve data collection, monitoring and reporting systems for children without parental care.

There is insufficient national information available on all forms of alternative care in Malaysia. As of October 2020, there were 316 registered residential care centres (RCCs) across Malaysia according to the Department of Social Welfare’s database, and approximately 8,200 children placed in these institutions. However, this data excludes informal and unregistered care facilities that continue to function without monitoring of standards. Accurate and reliable figures on the numbers of children in residential care are essential for Malaysia to ensure appropriate attention to alternative care, to reduce the numbers of children living in residential care/institutions, (particularly those that do not meet acceptable standards) and whenever possible, prevent institutionalization, or reunite children with their families.¹

In 2018, with the support of UNICEF, the Government of Malaysia has launched a family-based care pilot to develop strategies for deinstitutionalisation that is currently undergoing an evaluation and is considered for scaling up. However, beyond the current initiatives, UNICEF Malaysia seeks to develop a comprehensive approach, in partnership with Government and Civil Society to bring about systemic reform of the alternative care system in Malaysia.

Purpose for the job:

Under the general supervision and guidance of the Chief Child Protection #68521, the Child Protection Specialist will provide strategic leadership on the area of alternative care in the UNICEF Malaysia Country Office, improve the evidence base for systemic reform of the alternative care system in Malaysia, and will engage in dialogue for sustainable programme development, advocacy, partnership and coalition building.

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)*

The TA will be responsible for:

1. Strengthen partnerships and build new coalitions:

- Establish and maintain strong relationships with relevant Government and NGO/CSOs counterparts;
- Potentially identify a champion state and cultivate strong relations to model a comprehensive approach to care reform in one state;
- Sensitise the business community on the harms of supporting institutional care and mobilise them to strengthen families, working closely with UNICEF’s Business for Results Specialist, the Communications Section and the Private Sector and Fundraising Section (PFP).

¹ In 2021, a national coordinator completed a consultancy where the following preparatory work was completed: a desk review, establishment of the TWG; adaptation of the research protocol to Malaysia’s context including translating tools and questionnaires into the national Malay language and development of the initial sampling design. The implementation of the survey was postponed due to the COVID-19.

2. Strategy Development:

- Drawing on national, regional and international expertise, develop a 5-year strategy on Care Reform to be included in UNICEF Malaysia's current and next Country Programme;
- Lead on consultations within the UNICEF Country Office, drawing on the expertise of relevant programme sections, Communications and PFP to develop a comprehensive and evidence-based strategy with a strong focus on prevention;
- Pending Government agreement, support the Government in developing a comprehensive Care Reform Agenda;
- Lead on consultations with Government counterparts as well as the CSO/NGO community.

3. Provide technical support:

- Drawing on national, regional and international expertise, provide technical support to Government on a comprehensive Care Reform Agenda or elements of it, such as the evidence-based expansion of the existing family-based care pilot or fast-tracking registration and monitoring of unregistered institutional care;
- Promote regional and global standards, as relevant, in the Malaysian context; including UN Minimum Standards on Alternative Care;
- Facilitate learning from other relevant contexts that have implemented a comprehensive Care Reform Agenda.

4. Address the data gap on children living in institutional care:

- Support identification of, and/or work with survey and data collection agency/institute to carry out the UNICEF's Survey of Children Living in Residential Care
- Supervise and/or collaborate with said survey and data collection agency/institute to test and implement adapted research protocol for training; finalise sampling design, obtain ethical approval, carry out data collection and analysis;
- Facilitate/moderate/coordinate a Technical Working Group, noting that the TWG composition include government ministries, Malaysian Association of Social Workers, and UNICEF as well as other key agency partners;
- Co-develop draft report and/or coordinate its review and provision of inputs by TWG and UNICEF

Upon request of supervisor, support on other areas of programming, such as social service workforce strengthening.

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 effective direction and technical assistance in the area of alternative care is a crucial element to implement the Malaysia country office's programme document (CPD). A key indicator of success under Outcome 2 of Malaysia's CPD is the % of children in alternative care who are in family-based care. Dedicated capacity will allow the country office to identify the evidence, partnerships and programmatic approaches needed to move the needle on this area of work. The incumbent's work will in turn also contribute towards the results under Goal Area 3 of UNICEF's Global Strategic Plan.

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V. Competencies and level of proficiency required (please base on UNICEF Competency Profiles)	
Core Values: Care, Respect, Integrity, Trust and Accountability	
Core Competencies	
<ul style="list-style-type: none">• 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)	
Functional Competencies	
<ul style="list-style-type: none">• Analyzing (2)• Persuading and Influencing (2)• Planning and Organizing (2)	

VI. Recruitment Qualifications	
Education:	An Advance University Degree in social sciences, social work, or similar field.
Experience:	Area of expertise requirement: <ul style="list-style-type: none">• Minimum 5 years of professional experience in Child Protection or Social Policy, with a focus on the area of alternative care, family strengthening and/or social work.• Candidate with 8 years or more experience is highly desired.• Experience engaging in diplomatic and strategic advocacy in Malaysia or outside• Proven track record of Partnership and Convening skills.• Excellent oral and written skills, including presentation skills

	<ul style="list-style-type: none"> • Ability to work independently with minimum supervision. • Team worker that brings positive energy <p>Desirable requirements:</p> <ul style="list-style-type: none"> • Expertise on the Malaysian alternative care landscape, as well as ASEAN and global best practices on child rights and child protection. • Experience working with Malaysian Government counterparts, such as JKM and JAKIM. • Track record of planning and overseeing complex research, including those involving survey methodology, managing stakeholder engagement, and successfully disseminating it • Expertise on children with disabilities
Language Requirements:	<ul style="list-style-type: none"> • Fluency in English and Bahasa Malaysia is required. Knowledge of another official UN language or a local language is considered as an asset

VII. Signatures- Job Description Certification		
Name:	Signature	Date
Title:	Saskia Blume, Supervisor	
Name	Signature	Date
Title: Sanja Saranovic		

Deputy Representative Programme
Head of Section

Name

Signature

Date

Title: Robert Gass

UNICEF Representative to Malaysia