



## SPECIFIC JOB PROFILE

### I. Post Information

POST NUMBER/ CASE NUMBER:  
POST/CASE NUMBER OF SUPERVISOR:  
REASON FOR CLASSIFICATION:  
REGION/DIVISION: EAPRO  
COUNTRY: Philippines  
DUTY STATION: Manila  
OFFICE: Philippines  
SECTION: Social Policy  
UNIT:

CATEGORY:  
JOB LEVEL: NO-2  
JOB TITLE: Programme Officer (Child Rights and Business)  
Functional Code:  
ICSC CCOG Code:  
Contract Type: Fixed Term

### II. Strategic Office Context and purpose for the job

#### **Strategic Office Context :**

Since the ratification of the CRC in 1990, childhood has changed considerably in the Philippines. From digitalization to environmental changes, children are faced with new threats to their rights and their well-being, but they also have new opportunities to realise their rights. Business can be an essential driver for societies and economies to advance in ways that strengthen the realization of children's rights through the way their activities impact workplaces, marketplaces, communities, and the environment.

UNICEF is committed to support vulnerability reduction, the development of human capital and safe and secure communities and the achievement of sustainable peace as part of its country programme in the Philippines to address inequalities in child outcomes so they can have their rights realized and can survive, develop to their full potential, and live in a safer environment. As part of its strategies, UNICEF Philippines engages a wide range of stakeholders, including all levels of government, bilateral and other development partners, civil society, the media, and young people, to establish priorities and commitments to deliver effective, scalable, and sustainable interventions and to influence responsible business conduct as an immediate contribution to achieving results for children.

In line with UNICEF Strategic Plan 2022-2025, UNICEF Programme Guidance on Engagement with Business and UNICEF's strategic approach to Child Rights and Business, UNICEF Philippines will draw on its local presence, expertise and thought leadership, as well as its local, regional and global network of partners to: a) influence the business operational environment to reduce adverse business impact, b) to guide and accelerate business action to address adverse impact; and c) to bring action by the business world to address adverse impact together with UNICEF programming and partnerships.

#### **Purpose of the Job :**

Under the general guidance of the Chief of Social Policy, the Corporate Alliances Officer (Child Rights and Business) is responsible for working on the business regulatory, policy and investment environment to drive sustainable change at scale, mobilizing businesses, regulators, industries and business stakeholders

to take action in the workplace, the marketplace, the community and the environment in line with the Children’s Rights and Business Principles and the UN Guiding Principles on Business and Human Rights. The role is expected to strategically position child rights in corporate sustainability, and UNICEF as a technical expert in the area of Child Rights in the context of Business and Human Rights and responsible business conduct in the Philippines.

The position will engage and provide guidance to UNICEF programme to plan and address specific substantive problems and issues and identifying programme solutions for children in collaboration with strategic business partners, including industry players. The work includes working with governments, business aggregators, civil society, academia, and businesses to leverage responsible business conduct at scale, as well as with UNICEF teams – in programmes, operations, planning and partnerships – for the effective design, implementation, monitoring and evaluation of UNICEF country programming.

This will include support to roll out advocacy strategies and implement interventions related to the world of business in areas such as social policy, early childhood development, education, nutrition, health, child protection, water and sanitation, and adolescent participation and development, including cross-sectoral approaches in humanitarian action and resilience, climate change and gender.

III. Key functions, accountabilities and related duties/tasks:

**1. Increasing the evidence base on where and how the world of business is relevant to children to inform priorities for action on children’s rights through UNICEF policy, programme, and partnership action.**

- Supports research efforts, including the collection, analysis, and user-friendly presentation of data, on the status of children’s rights and business, including existing gaps in UNGPs implementation with respect to children in the Philippines, to inform the development of national business landscape analysis, national baseline assessments, regulatory research, and UNICEF baseline reviews, as well as advocacy strategies expected to increase action addressing business impacts on child rights.
- Provides timely, regular evidence-based analysis and recommendations for effective prioritization in UNICEF planning, programming, and partnerships strategies.
- Engage with academia and research institutions to drive country ownership at national and subnational levels, in the production of evidence and knowledge on the impacts of business on child rights in the Philippines.

**2. Driving UNICEF’s work with the world of business moving towards embracing a systems approach, strengthening engagement with private and public institutions, building relationships within its partnership models, integrating public policy, investors, businesses, regulators and multi-stakeholder platforms and initiatives.**

- Strategically lead internal UNICEF programmatic engagement to assess where and how business is relevant to children that support acceleration of results for respective programme sections and/or cross-sectorally.
- Support within UNICEF objective setting and theory of change that integrate business into strategic plans at national and subnational levels.
- With the support of global and regional tools and guidance, promote and scale practical and evidence-based solutions to prevent and mitigate business adverse impact on children, including on priority issues identified in UNICEF SitAn and other relevant analysis conducted in the Philippines.
- Influence and engage with governments to adopt relevant legislative and regulatory frameworks and standards for relevant industries including creating mechanisms for supply chain due diligence.

- Advocate for robust children’s rights ESG monitoring and reporting measures to leverage the power of institutional investors.
- Work with business platforms, commissions, and standard setting bodies to integrate measures to prevent adverse impact on children into business management and practices.
- Collaborate with stakeholders towards building commitment of the national business sector to respect children’s rights and creating a technical support infrastructure for companies to undertake child rights due diligence and action in line with the CRBPs.
- Ensure the voice and perspectives of children are considered in existing policy and regulatory frameworks shaping business conduct in the Philippines, as well as initiatives driven by civil society organizations and the UN system.
- Support the review of periodic reports submitted by the Philippines to the UN Committee on the Rights of the Child through the provision of complementary information affecting children in the ground, including related to business activities.
- Develop, implement, monitor, evaluate and update UNICEF Philippines CRB strategy and approaches best to translate the strategy into action in support of programmatic results across the sections. This may include strategy paper (or inputs to programme strategy notes) and annual work plans are timely executed and followed-up to support country programme development cycles, as well as regional and global milestones.
- Liaise with UNICEF country, regional and global offices to ensure coordination and alignment and to share lessons learned and promote South-South exchanges in CRB programming.

**3. Bringing action by the business world to address adverse impact together with UNICEF planning, programming, and partnerships to support in-house capacity building on the application of the CRB as main change strategy for sustained realization of children’s rights.**

- Continuously equip UNICEF teams to become fit for purpose to engage with business through technical guidance and capacity building on integrating business into planning and programming. This includes:
  - a) taking benefit of existing guidance on Rights and Results-Based Management (RRBM), UNICEF’s principles for engagement with business, strategic decision making, and procedures on how to engage with business
  - b) integrating child rights and business considerations in research, evidence generation and knowledge products developed by planning, programme, and evaluation sections, and
  - c) providing technical support to programme and corporate partnership sections in identifying sectoral needs for potential corporate engagement initiatives and innovations as programme strategies.
- Integrate strategies to address adverse business impact on children in specific UNICEF programme agendas contributing to outcomes in nutrition (including Family-Friendly Policies and healthy food environments for children, including food retailers), ECD (including Family-Friendly Policies and Parenting), child protection (including Digital CRB, work to address child labour, and protection from violence, exploitation, neglect and abuse), social policy and social protection (including Family-Friendly Policies and public finance management), cross-sectoral approaches to address gender inequalities (including Family-Friendly Policies) and climate change and environment (including Business and Community Resilience and humanitarian action).
- Contribute with technical expertise on child rights and business to UNICEF’s public and private partnership strategies, including innovative finance, private sector partnerships and engagement with multilateral institutions.
- Support the different phases of the UNICEF Philippines country programme cycle, including rolling planning, monitoring, and reporting on existing change strategies related to business engagement and child rights.

- Provide technical knowledge and direction to develop UNICEF programme management documents to reflect the CRB approach, into but not limited to annual work plans, periodic updates reports and other documentation.

#### IV. Impact of Results

Business directly and indirectly impacts the lives of children as consumers, family members of employees, young workers and as future employees and business leaders. Children are also part of the communities and environments in which business operate Business leaves a footprint on the lives of children through its products and services, supply chains, manufacturing methods, marketing methods, distribution practices, environmental and social impacts and investment in local communities.

One key way in which UNICEF has been engaging business is through addressing child rights in the business ecosystem, working with companies and business stakeholders (including governments and regulators) to create an enabling environment for business to respect and support child rights through their policies, codes of conduct, labour practices, marketing practices, supply chains, etc. Business has the resources, means and influence to significantly help UNICEF to achieve priority outcomes for children.

By strategically leveraging the scale and reach of a business, their communications technologies, capacities and innovative solutions, UNICEF can significantly enhance its reach and access to the most vulnerable communities and can scale-up its programmatic interventions and delivery of services.




#### V. Competencies and level of proficiency required

<b>Core Values attributes</b>	<b>Core competencies skills</b>
Care Respect Integrity Trust Accountability Sustainability	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. Recruitment Qualifications

<b>Education</b>	
	Bachelor's degree in one of the following fields is required: Economics, Social Policy, Social Sciences, Law Science, International Relations, Political Science, Business Administration, or another relevant technical field.

<b>Experience</b>	<ul style="list-style-type: none"> <li>• Two (2) years of professional experience in relevant field required.</li> <li>• Five (5) years of progressive work experience in Child Rights, Business and Human Rights or Corporate Sustainability preferred.</li> <li>• Experience in integrating human (or child) rights, including their gender dimensions in programs, and with institutional mandates of human rights organizations, prevailing policies, procedures, and mechanisms is desirable.</li> <li>• Demonstrated experience in research and advocacy in the fields of responsible business conduct, corporate sustainability and human rights and work with policy and regulatory frameworks would be an asset. Knowledge of different business industries and its regulatory function will be an asset.</li> <li>• Work experience in business at the national and/or trans-national levels would be an asset.</li> <li>• Relevant experience in a UN system agency or organization is considered as an asset.</li> <li>• Solid knowledge and experience in corporate partnership management.</li> </ul>
<b>Language Requirements</b>	Fluency in English and Filipino is required.

VII. Signatures- Job Description Certification		
Name: Rosela Agcaoili Title: OIC, Social Policy and Advocacy	Signature 	Date :
Name: Behzad Noubary Title: Deputy Representative Programmes	Signature 	Date :
Name: Oyunisaikhan Dendevnorov Title: Representative	Signature 	Date :