



## TERMS OF REFERENCE

### Post Information

**Job Title:** Child Protection Specialist (Reintegration)  
**Supervisor Title/ Level:** Chief Child Protection, P-5  
**Organizational Unit:** Programme  
**Post Location:** Damascus, Syria

**Job Level:** Level 3  
**Post Number:** xxxx  
**CCOG Code:** 1L04  
**Functional Code:** CHI

### Country/ Organizational Context

Syria continues to face one of the most complex emergencies in the world. Unprecedented humanitarian needs are compounded by displacement inside the country and across its borders, extensive destruction of civilian and social services infrastructure, devastating impacts on the economy, and most importantly, the breakdown of the social fabric that stitched the country together for decades.

Today, 90% of people in Syria live in poverty, most are unable to make ends meet or bring food to the table. Families have had their resources depleted, with limited employment opportunities, skyrocketing prices, and shortage of basic supplies. For most people, the current socio-economic challenges represent some of the harshest and most challenging circumstances they have faced since the beginning of the crisis in 2011.

### Job Context

The Child Protection Specialist (Reintegration) will work to ensure that vulnerable Syrian children and their families who are currently living in camps in the northeast of Syria, have access to child reintegration programming.

Under the framework of the UNICEF Syria Reintegration Strategy Note, the Child Protection Specialist will be responsible for designing and implementing a programme based on the Strategy. Reintegration support will be provided on an individual and collective basis (given the criticality of group dynamics for social connectedness, inclusion, and integration), with institutional level oversight for inclusive, integrated and child friendly services. Reintegration is understood as a multi-dimensional process of transition and adaptation UNICEF will adopt a parallel, two-pronged approach to reintegration support: 1) In camp/shelters/centres, preparatory activities such as skills, psychosocial support and non-formal education for facilitating the reintegration into a community will take place; whilst 2) at 'destination', such as in communities of return or where IDPs have settled, support will also be provided.

## Purpose of the Job

Under the supervision of the Chief Child Protection, the Child Protection Specialist (Reintegration) will facilitate the development and implementation of a programme to ensure that most vulnerable Syrian children in North-East Syria, currently held in camps, have increased access to child reintegration programming within broader formal and informal child protection interventions to be promoted with and adopted by local Authorities. In the development of this programme, the Child Protection Specialist (Reintegration) will ensure a focus on two priority areas: the reintegration of Syrian population, supporting the reintegration of children and their caregivers currently in camps, and those conflict affected population including IDPs, returnees and host communities; and strengthening child protection systems to support reintegration approaches.

The Child Protection Specialist (Reintegration) will provide programme management, technical assistance, and coordination, in compliance with sector standards and the UNICEF core commitment for children in humanitarian action, and will co-design programme solutions informed by evidence, in collaboration with key stakeholders, and provide technical advice on the child rights-based and evidence-informed approach to care, protection, and reintegration of children.

The Child Protection Specialist (Reintegration) supports the development and preparation of the Child Protection programme on Reintegration, and is responsible for the management, implementation, monitoring, reporting, and evaluation of this programmes, within the country programme. The Child Protection Specialist (Reintegration) provides technical guidance and management support throughout the programming processes. The Child Protection Specialist (Reintegration) facilitates the administration and achievement of concrete and sustainable contributions to national and international efforts to create a protective environment for children against all harm, and to protect their rights to survival, development and wellbeing as established under the Convention on the Rights of the Child, international treaties/frameworks, and UN intergovernmental bodies.

The Child Protection Specialist (Reintegration) contributes to the achievement of results according to plans, allocation, results based-management approaches and methodology (RBM), and UNICEF's Strategic Plans, standards of performance and accountability framework.

## Main Activities

### Summary of Main Activities

- Lead design and development of a child protection reintegration programme, with the intention of ensuring that children in Northeast Syria have increased access to child reintegration programming within broader formal and informal child protection interventions.
- Ensure a child rights-based and evidence-informed approach to care, protection, and reintegration of children exists.
- Provide capacity building on reintegration and child protection programming for UNICEF's partners.
- Ensure the programme delivers on systematic, coordinated and quality programming objectives, including through regular coordination, meetings, technical supervision, support, mentoring and coaching.
- Systematic engagement with concerned actors on reintegration programming.
- Strengthened engagement and partnership with UN and other relevant humanitarian actors.

## Key functions, accountabilities, and related duties/tasks:

### 1. Support to programme/project development and planning

- Support the preparation, design and updating of the situation analysis for the child protection programmes/projects to ensure that current and comprehensive data on child protection issues is available to guide UNICEF's strategic policy advocacy, intervention and development efforts on child rights and protection, and to set programme priorities, strategies, and design and implementation plans. Keep abreast of development trends to enhance programme management, efficiency, and delivery.
- Participate in strategic programme discussions on the planning of child protection programmes/projects. Formulate, design, and prepare programme/project proposals for the sector, ensuring alignment with UNICEF's overall Strategic Plans and the Country Programme, as well as coherence and integration with the UN Development Assistance Framework (UNDAF), regional strategies and national priorities, plans and competencies.
- Establish specific goals, objectives, strategies, and implementation plans for the sector using results-based planning terminology and methodology (RBM). Prepare required documentations for programme review and approval.
- Work closely and collaboratively with colleagues and partners to discuss strategies and methodologies, and to determine national priorities and competencies to ensure the achievement of concrete and sustainable results.
- Provide technical and operational support throughout all stages of programming processes to ensure integration, coherence, and harmonization of programmes/projects with other UNICEF sectors and achievement of results as planned and allocated.

## **2. Programme management, monitoring and delivery of results**

- Plan and collaborate with colleagues and external partners to establish monitoring benchmarks, performance indicators, other UNICEF/UN system indicators and measurements, to assess and strengthen performance accountability, coherence, and delivery of concrete and sustainable results for the assigned sector in child protection programmes.
- Participate in monitoring and evaluation exercises, programme reviews and annual reviews with the government and other counterparts to assess progress and to determine required actions and interventions to achieve results.
- Prepare and assess monitoring and evaluation reports to identify gaps, strengths and/or weaknesses in programme management. Identify lessons learned and use knowledge gained for development planning and timely intervention to achieve goals.
- Actively monitor programmes/projects through field visits, surveys, and exchange of information with partners to assess progress, identify bottlenecks and potential problems. Take timely decisions to resolve issues and/or refer to relevant officials for timely resolution.
- Monitor and verify the optimum and appropriate use of sectoral programme resources (financial, administrative, and other assets) confirming compliance with organizational rules, regulations, procedures, donor commitments, as well as standards of accountability and integrity. Ensure timely reporting and liquidation of resources.
- Prepare regular and mandated programme/project reports for management, donors, and partners to keep them informed of programme progress.

## **3. Technical and operational support to programme implementation**

- Provide technical guidance and operational support to government counterparts, NGO partners, UN system partners and other country office partners and donors on the interpretation, application and understanding of UNICEF policies, strategies, processes, best practices, and approaches on child protection related issues to support programme management, implementation, and delivery of results.
- Arrange and coordinate availability of technical experts with Regional Office/HQ to ensure timely and appropriate support throughout the programming process.

- Participate in child protection programme meetings, including programme development and contingency planning discussions on emergency preparedness in the country or other locations designated, to provide technical and operational information, advice, and support.
- Draft policy papers, briefs and other strategic programme materials for management use, information and/or consideration.

#### **4. Networking and partnership building**

- Build and sustain effective close working partnerships with relevant government counterparts, national stakeholders, global partners, allies, donors, and academia - through active networking, advocacy, and effective communication - to build capacity, exchange knowledge and expertise, and to reinforce cooperation to achieve sustainable and broad results in child protection.
- Prepare communication and information materials for CO programme advocacy to promote awareness, establish partnerships/alliances and to support fund raising for child protection programmes and emergency interventions.
- Participate and/or represent UNICEF in appropriate inter-agency (UNCT) discussions and planning on child protection related issues to collaborate with inter-agency partners/colleagues on UNDAF planning and preparation of programmes/projects. Ensure organizational position, interests and priorities are fully considered and integrated in the UNDAF process for development planning and agenda setting.

#### **5. Innovation, knowledge management and capacity building**

- Apply and introduce innovative approaches and good practices to build the capacity of partners and stakeholders, and to support the implementation and delivery of concrete and sustainable programme results.
- Keep abreast, research, benchmark, and implement best practices in child protection management and information systems. Assess, institutionalize, and share best practices and knowledge learned.
- Contribute to the development and implementation of policies and procedures to ensure optimum efficiency and efficacy of sustainable programmes and projects.
- Organize and implement capacity building initiatives to enhance the competencies of clients and stakeholders to promote sustainable results in child protection and related programmes/projects.

### **Child Safeguarding**

Child safeguarding involves proactive measures to limit direct and indirect collateral risks of harm to children, arising from UNICEF's work, UNICEF personnel or UNICEF associates. The risks may include those associated with physical violence (including corporal punishment); sexual violence, exploitation, or abuse; emotional and verbal abuse; economic exploitation; failure to provide for physical or psychological safety; neglect of physical, emotional, or psychological needs; harmful cultural practices; and privacy violations.

The incumbent to this role is expected to have special responsibilities in managing child safeguarding risks and in taking appropriate measures to prevent any harm to children. The role has the potential to particularly affect children, (i) because the incumbent will be working closely with children; (ii) with their data; (iii) because the children's background or situation make them vulnerable; or (iv) the role may entail responsibilities in reporting and responding to child safeguarding concerns. The position is considered as an "elevated risk role" and the appointee will be subject to a more rigorous vetting and training.

## V. UNICEF values and competency Required (based on the updated Framework)

### i) Core Values

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

### ii) Core Competencies

- Nurtures, Leads and Manages People (2)
- 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)
- Drive to achieve impactful results (2)
- Manages ambiguity and complexity (2)

## VII. Recruitment Qualifications

<b>Education:</b>	An Advanced University degree (master's or higher) in international development, human rights, psychology, sociology, law, or other social science field is required.
<b>Experience:</b>	<p><b>Text highlighted is from the GJP</b></p> <ul style="list-style-type: none"> <li>• A minimum of (5) five years of professional experience in child protection and/or social development programming, and/or other related areas at the international level, some of which preferably were served in a humanitarian context.</li> <li>• Experience in the development and implementation of reintegration programming.</li> <li>• Relevant programme/project development and management in a UN system agency or organization is an asset.</li> </ul>
<b>Language Requirements:</b>	Fluency in English is required. Knowledge in Arabic is an asset.
<b>Specific Technical Knowledge Required</b>	<ul style="list-style-type: none"> <li>• Understanding of humanitarian planning and collaboration.</li> <li>• Advanced knowledge of reintegration programming.</li> </ul>
<b>Common Technical Knowledge Required</b>	<ul style="list-style-type: none"> <li>• Methodology of programme/project management</li> <li>• Programmatic goals, policies, and strategies for sectoral programmes</li> <li>• Knowledge of global human rights issues, specifically relating to children and women.</li> <li>• UNICEF policies and strategy in child protection, including natural disasters, and recovery.</li> <li>• Core commitments for children in emergencies (for all Emergency positions)</li> <li>• UNICEF financial, supply and administrative rules and regulations.</li> <li>• Rights-based and Results-based programming in UNICEF.</li> <li>• UNICEF programme policy, procedures, and guidelines in the Manual.</li> <li>• Mid-Term Strategic Plan</li> <li>• UN guideline on sexual exploitation and abuse by UN staff and partners.</li> <li>• Gender equality and Diversity awareness.</li> </ul>