



UNITED NATIONS CHILDREN'S FUND JOB PROFILE (JP)

I. Post Information

Job Title: **Child Protection Specialist
(Gender Based Violence)**
Supervisor Title/ Level: **Child Protection Chief
P5, Post No 15322**
Organizational Unit: **Child Protection Section**
Post Location: **Zimbabwe Country Office**

Job Level: **P3**
Job Profile No.:
CCOG Code: **1L04**
Functional Code: **CHI**
Job Classification Level: **Level 3**

II. Organizational Context and Purpose for the job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programmes, 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.

Job organizational context:

The Child Protection Specialist (Gender Based Violence) P3 level GJD is to be used in a Country Office (CO) where the Child Protection Programme is a component of the Country Programme (or UNDAF). The Specialist reports to the Chief, Child Protection, who is at Level 5.

Country Context:

Gender-based violence (GBV) is the most pervasive yet least visible human rights violation in the world. It includes physical, sexual, mental, or economic harm inflicted on a person because of socially ascribed power imbalances between males and females. It also includes the threat of violence, coercion, and deprivation of liberty, whether in public or private. In all societies, women and girls have less power than men — over their bodies, decisions and resources. Social norms that condone men's use of violence as a form of discipline and control reinforce gender inequality and perpetuate gender-based violence. Across the globe, women, and girls — especially adolescents — face the greatest risk. Gender-based violence takes numerous forms: Intimate partner violence, sexual violence, child marriage, female genital mutilation, trafficking for sexual exploitation, female infanticide, and 'honour' crimes are common — with intimate partner violence occurring at staggering rates in every country. Girls and women may also experience gender-based violence when they are deprived of nutrition and education.

In Zimbabwe, Gender Based Violence is an issue of concern which has been exacerbated under the COVID-19 pandemic. Two in five women reported ever having experienced physical or sexual violence, whilst one in ten reported experiencing both. The National Gender Policy (NGP) identifies the key challenges to reducing GBV in Zimbabwe as: inadequate services, weak institutions for addressing GBV, poor information communication systems and patriarchal attitudes that restrain victims from reporting incidences of abuse.

Gender inequalities are entrenched and consistently re-enforced in Zimbabwe through social norms, values, and religious and traditional beliefs which confine the roles and contributions of women and girls within gender norms and values which limit their rights to exercise voice, choice and agency as individuals. The feminization of poverty and of HIV in Zimbabwe, and the high prevalence of SGBV and attitudes of acceptance of it, are manifestations of deep-seated unequal gender power relations and the intersecting forms of discrimination all women and girls experience, especially those in rural and marginalized communities.

While the Zimbabwe's legal and policy framework on Sexual and Gender Based Violence (SGBV), Harmful Practices (HPs) and Sexual and Reproductive Health and Rights (SRHR), there are still laws however that need to be aligned to the Constitution. For example, all the three marriage regimes in the country provide ages of consent to marriage that are inconsistent with the Constitution thereby exposing girls and legally sanctioning their vulnerability to early marriages. Also, there are several progressive bills which have been pending over the past 3-4 years and have not yet been brought to Parliament by the Executive for public consultation and debate. The co-existence of the formal and informal justice delivery systems, with emphasis on investments being done in the less responsive formal system, is also posing enormous challenges for women and girls. A recent mapping of citizens' perception on the justice system showed that 44.9% of the respondents indicated that they rely on the informal justice system to resolve their disputes. The study revealed that within the informal justice system, family mediation is the most utilized justice system, followed by the village assembly and negotiation.

The response to GBV and the provision of SRHR services in Zimbabwe is multi-sectoral by nature, and in Zimbabwe is done by a plethora of government ministries, community actors, civil society and community-based organizations, working across sectors. The main service delivery systems include the Victim Friendly System (VFS), linking criminal justice partners under the lead of the Ministry of Justice for seamless court service towards successful prosecution; One-Stop Centers, and shelters that operate under the Ministry of Women Affairs, Community Development and SME; and the national case management system led by the Ministry of Labour and Social Welfare that ensures multi-sectoral services provisions to girls and boys who are survivors of SGBV and HPs. However, there are many gaps and challenges in the provision of services. These include among others, a limited geographical coverage for services (State services in particular are severely under resourced both in terms of budget as well as human resources; distance and any associated costs with accessing services are among the biggest barriers to women and girls in rural communities) and a poor quality of services (limited workforce and insufficient number of service providers with technical competencies and skills to deliver survivor-centered care and specialized services for key populations).

Finally, the country does not have a centralized GBV Information Management System (IMS). There is no standardized methodology for the generation, storage, analysis, sharing and use of SGBV survey and administrative data; and the Management Information Systems (MIS) that do exist in some line ministries and at community level are not interoperable. Civil society organizations that provide survivor-centred services also expressed during consultations that they need specific trainings on GBV data collection and analysis.

Purpose

Under the guidance and general supervision of the Chief Child Protection (P5), the Child Protection Specialist (Gender Based Violence) will be responsible for providing the Zimbabwe Country Office in general and the Child Protection Section in particular, with technical support and assistance on GBV prevention, mitigation and response interventions and their implementation and monitoring. This will include engaging UNICEF staff and partners to manage the effective implementation of GBV prevention, mitigation, case management and training activities across

Zimbabwe.

The Child Protection Specialist (Gender Based Violence)'s responsibilities will focus on two distinct and complementary areas: Gender Based Violence (GBV) programming and technical support and Gender Based Violence in Emergencies (GBViE) advocacy, networking, and partnership building.

III. Key function, accountabilities and related duties/tasks

Summary of key functions/accountabilities:

- 1. Gender Based Violence programming and technical support**
- 2. Gender Based Violence in Emergencies advocacy, networking, and partnership building**
- 3. Technical and operational support to programme implementation**
- 4. Networking and partnership building**
- 5. Innovation, knowledge management and capacity building**

1. Gender Based Violence programming and technical support

- Participate to the development/strengthening of appropriate GBV-related policies, strategies and implementation frameworks to deliver a comprehensive package of GBV prevention and response services
- Consolidate the GBV situation analysis based on available information. Advise on what additional GBV-related information is needed through once-off data collection or strengthening of available GBV information systems, to guide the GBV response.
- Undertake field visits at field locations to assess GBV programme progress, identify major problems and constraints, and propose solutions and actions.
- Participate to the setting up and management of appropriate partnerships to implement GBV programmes.
- Lead the roll-out of the GBV mainstreaming guidelines in coordination with the regional office and HQ.
- Design and conduct training and technical support for UNICEF staff/consultants and counterparts in mitigation and response to improve the quality and consistency of GBV programming in Zimbabwe
- Review services, engage service providers on the referral pathway so that their services meet set standards
- Review and strengthen GBV/child safeguarding response capacity of UNICEF staff and partners on GBV/SEA case management including PSS and referrals

2. Gender Based Violence in Emergencies advocacy, networking, and partnership building

- Direct, ensure and improve UNICEF's capacity to be prepared and respond to emergencies, including staffing training, supplies, and mechanisms, working with the Emergency Focal Points and other relevant staff members

- Coordinate and direct organizational contribution to the GBV and Child Protection Protection Working Group to ensure effective response to the emergency.
- Participate in the development of joint policies and technical guidelines for appropriate provision of GBV response in emergencies, in coordination with other UN agencies, clusters and relevant NGOs and institutions through sector/cluster coordination mechanisms.
- Strengthen/providing guidance and tools for GBV risk assessments and mitigation in collaboration with Gender Focal Points.

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

- Proactively build and strengthen strategic partnerships through networking and advocacy with governments, UN system agency partners, donors, internationally recognized institutions, NGOs, funding organizations, and the private sector to leverage these partnerships to achieve greater results for children.
- 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.

IV. Impact of Results

The strategic and effective advocacy, planning and formulation of child protection/GBV programmes/projects and the achievement of sustainable results contributes to the achievement of goals and objectives to create a protective environment for children, especially girls, against harm, all forms of violence and ensures their survival, development and well being in society. Achievements in child protection/GBV programmes and projects in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to provide programme services for mothers and children that promotes greater social equality in the country.

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

i) Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability

Core Competencies

- 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

Education:	Advanced university degree in international development, social science, or related technical field (e.g., public health, social work, political science, human rights, etc.) or equivalent work experience within the field of GBV.
Experience:	<p>A minimum of five years of professional experience in social development planning and management in child protection and GBV related areas is required.</p> <p>Experience working in a developing country is considered as an asset.</p> <p>Relevant experience in programme development in child protection related areas in a UN system agency or organization is considered as an asset.</p> <p>Experience in both development and humanitarian contexts is considered as an added advantage.</p>

Language Requirements:	Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language is an asset.
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VII. Child Safeguarding Risk Assessment

Is this position considered as 'elevated risk role' from a child safeguarding perspective?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If Yes, check all that apply
Direct contact role	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No 30 hours/month If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediate physical proximity, with limited supervision by a more senior member of personnel.
Child data role	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No 40 hours per month If yes please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (names, national ID, location data, photos).
Assessed Risk Role	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No 10 hours per month If yes, please indicate the number of hours/months of direct engagement with particularly vulnerable children
Safeguarding response role	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

VIII. Child Protection Section

