



UNITED NATIONS CHILDREN'S FUND
(GENERIC) JOB PROFILE

I. Post Information

Job Title: **Social and Behaviour Change (SBC) Officer (C4D)**
Supervisor Title/ Level: **CFO, dotted line to SBC specialist in Maputo**
Organizational Unit: **Programme Section**
Post Location: **PEMBA UNICEF Office, Cabo Delgado Province**

Job Level: **Level 2**
Job Profile No.:
CCOG Code: **1L05**
Functional Code: **CFD**
Job Classification Level: **Level 2**

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 Social and Behaviour Change Officer GJP is to be used in a UNICEF country office.

Purpose for the job: The Social and Behaviour Change Officer reports directly to the **Programme Specialist (Team Leader), with a matrix relationship to the SBC Specialist** for supervision and guidance. The Officer provides technical and operational support to the SBC Specialist and internal colleagues by administering, implementing, monitoring and/or evaluating a variety of SBC initiatives and activities to promote community engagement and participation in response to the humanitarian context in Cabo Delgado, with emphasis on the IDPs influx.

III. Key function, accountabilities and related duties/tasks

Summary of key functions/accountabilities:

- 1. Support to strategy design and development of SBC and adolescent activities**
- 2. Support to implementation of SBC activities**
- 3. Advocacy, networking and partnership building**
- 4. Innovation, knowledge management and capacity building**
- 5. Monitoring and reporting**

Support to strategy design and development of SBC and adolescent activities in response to the humanitarian context in Cabo Delgado

- Collect, synthesize, draft and/or organize existing interventions to develop an actionable SBC plan for 12 months in Cabo Delgado covering the most important priorities such as communicable diseases (COVID-19, cholera), essential family practices for women and children and adolescent health and protection needs.
- Synthesize available evidence on the impact of conflict on communities, especially IDPs, and conduct rapid communication assessment and drivers for behavioural change and to improve accountability mechanisms
- Assess, select and/or recommend appropriate materials, products and platforms for SBC initiatives verifying accuracy and quality production and dissemination.

Support to the implementation of SBC and adolescent activities, including partnership and capacity building

- Provide strategic technical advice to SBC provincial response mechanisms, with special focus on ensuring targeted micro-planning, messaging to and community engagement with affected populations.
- Roll out SBC in humanitarian settings training for stakeholders working on the community engagement component of the emergency response, using the facilitator's guide and materials produced by UNICEF MCO to enhance, government and non-government partners, community-based structure' capacity for participatory and behaviour/social change communication, in order to harmonize the community engagement component of the IDPs response.
- Provide supportive supervision to partners and platforms engaged in the SBC and adolescents emergency response.
- Support implementation of adolescent engagement and skills development with relevant partners.

Coordination, networking and partnership building

- Support, guide, oversee and establish (as necessary) formal SBC coordination mechanisms that includes the network of provincial mobilization focal points in close collaboration with provincial health and other structures and involving Government, UN and other partners for the humanitarian response and recovery efforts.
- Support, guide, oversee and establish (as necessary) formal Adolescent engagement and participation coordination mechanisms with relevant UN, CSOs, and government partners, to address protection and education needs.
- Collaborate with communication partners to harmonize and coordinate strategic approaches to enhance SBC outreach messaging and participation to respond to IDPs influx in key districts.
- Ensure SBC priorities are reflected in relevant cluster coordination mechanisms for IDPs

- response in Cabo Delgado.
- Ensure AAP and PSEA messages are included in the SBC and adolescents engagement IDPs response in Cabo Delgado.

Innovation and knowledge management

- Support the introduction of innovations as the adoption of motorbikes for multimedia mobile units and the use of RapidPro for behavioural monitoring conducted by social mobilizers.
- Identify entry points and partners for adolescent engagement and programming.
- Collect good practices and evidences on the impact of those innovations.

Monitoring and reporting

- Contribute to the compilation of UNICEF information products related to the SBC and adolescents response including SitReps and donor reports.
- Ensure systematic documentation of on-going SBC and adolescents response in Cabo Delgado, highlighting good practices.

IV. Impact of Results

The efficient and effective technical, administrative and operational support provided to the development and implementation of SBC advocacy initiatives and products directly impact on the ability of UNICEF to promote social, political and economic action and changes in behaviors, social attitudes, beliefs and actions by communities, individuals and societies on children’s rights, survival and wellbeing. This in turn contributes to enhancing the ability of UNICEF to fulfill its mission to achieve sustainable, locally-owned and concrete results in improving the survival, development and wellbeing of children in the country.

V. Competencies and level of proficiency required (based on UNICEF Professional Competency Profiles/ratings).

Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability

Core competencies

- Communication (II)
- Working with people (I)
- Drive for results (I)

Functional Competencies:

- Formulating strategies/concepts (I)
- Relating and networking (I)
- Persuading and influencing (I)
- Applying technical expertise (I)
- Learning and researching (II)
- Planning and organizing (II)

VI. Recruitment Qualifications

Education:

A university degree in one of the following fields is required:

	social and behavioral science, communication, sociology, anthropology, psychology or another relevant technical field.
Experience:	<p>A minimum of two years of professional experience in one or more of the following areas is required: social development programme planning, communication for development, public advocacy or another related area.</p> <p>Relevant experience in a UN system agency or organization is considered as an asset.</p>
Language Requirements:	Fluency in Portuguese and English is required. Knowledge of another official UN language is considered as an asset.