

Job Description Type:	Specific Job Description	Region:	ESAR
Category:	NO (National Officers)	Country:	Zimbabwe
Reason for Classification:	Establishment of a new post	Duty Station:	Harare
Level:	NOC	Office:	Harare
Title:	Socail Policy Specialist	Section:	Social Policy and Inclusion
Title Information in Parenthesis:	Socail Protection	Unit:	
CCOG Code:	1L06	Case Number:	ZIM22004
UNICEF Code:	SOC	Post Number:	ZIM22004
Reports To:	Social Protection Specialist, P4	Supervisory Responsibilities:	
Classified by:	Hein Kyaw Soe	Classified Date:	10/30/2021

Organizational Context:	<p>The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programs, 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.</p>
Purpose of the Job:	<p>Under the general guidance of the Social Protection Specialist P4, the incumbent is responsible for providing technical support to the implementation, monitoring, and evaluation of all stages of social protection programing and related advocacy from strategic planning and formulation to delivery of concrete and sustainable results. This includes programmes aimed at improving (a) public policies to reduce child poverty; (b) social protection coverage and impact on children; (c) the transparency, adequacy, equity and efficiency of child-focused public investments and financial management; and (d) governance, decentralization and accountability measures to increase public participation and the quality, equity and coverage of social services. This encompasses both direct programme work with government and civil society partners as well as linkages and support to teams working on education, health, child protection, water and sanitation, and HIV.</p>
Key functions, accountabilities and related duties/tasks:	<ol style="list-style-type: none"> <li>1. Strengthening social protection coverage and impact for children</li> <li>2. Strengthened advocacy and partnerships for child-sensitive social protection.</li> <li>3. UNICEF Programme Management</li> </ol> <ol style="list-style-type: none"> <li>1. Strengthening social protection coverage and impact for children <ul style="list-style-type: none"> <li>• Coordinate the development of social protection policies, legislation and programmes with attention to increasing coverage of and impact on children, with special attention the most marginalized. Identifies, generates and presents evidence to support this goal in collaboration with partners.</li> <li>• Promotes strengthening of integrated social protection systems, providing technical support to partners to improve the design of cash transfers and child grants and improve linkages with other social protection interventions such as health insurance, public works and social care services as well as complementary services and intervention related to nutrition, health, education, water and sanitation, child protection and HIV.</li> <li>• Undertakes improved monitoring and research around social protection impact on child outcomes and use of data and research findings for strengthening programme results.</li> </ul> </li> <li>2. Strengthened advocacy and partnerships for child-sensitive social protection <ul style="list-style-type: none"> <li>• Supports correct and compelling use of data and evidence on the situation of children and coverage and impact of child focused services – in support of the social protection programme and the country programme overall.</li> <li>• Establishes effective partnerships with the Government, bilateral and multilateral donors, NGOs, civil society and local leaders, the private sector, and other UN agencies to support sustained and proactive commitment to the Convention of the Rights of the Child and to achieve global UN agendas such as the Sustainable Development Goals.</li> <li>• Identifies other critical partners, promotes awareness and builds capacity of partners, and actively facilitates effective collaboration within the UN family.</li> </ul> </li> <li>3. UNICEF Programme Management <ul style="list-style-type: none"> <li>• Manages and coordinates technical support around social protection, ensuring it is well planned, monitored, and implemented in a timely fashion so as to adequately support scaleup and delivery. Ensures risk analysis and risk mitigation are embedded into overall management of the support, in close consultation with UNICEF programme sections, Cooperating Partners, and the Government.</li> <li>• Coordinate and contributes to effective and efficient planning, management, coordination, monitoring and evaluation of the country programme. Ensures that the planning enhances policy dialogue, planning, supervision, technical advice, management, training, research and</li> </ul> </li> </ol>

Impact of Results:	<p>support; and that the monitoring and evaluation component strengthens monitoring and evaluation of the social sectors and provides support to sectoral and decentralized information systems.</p> <p>The strategic and effective advocacy, planning and formulation of social protection programs/projects and the achievement of sustainable results, contributes to achievement of goals and objectives to create a protective environment for children and thus ensure their survival, development and well-being in society. Achievements in social protection programs and projects in turn contribute to maintaining/enhancing the credibility and ability of UNICEF to provide program services for mothers and children that promotes greater social equality in the country.</p>
Competencies and level of proficiency required:	<p>i) Core Values</p> <ul style="list-style-type: none"> <li>• Care</li> <li>• Respect</li> <li>• Integrity</li> <li>• Trust</li> <li>• Accountability</li> </ul> <p>ii) Core Competencies (For Staff without Supervisory Responsibilities) *</p> <ul style="list-style-type: none"> <li>• Demonstrates Self Awareness and Ethical Awareness (1)</li> <li>• Works Collaboratively with others (1)</li> <li>• Builds and Maintains Partnerships (1)</li> <li>• Innovates and Embraces Change (1)</li> <li>• Thinks and Acts Strategically (1)</li> <li>• Drive to achieve impactful results (1)</li> <li>• Manages ambiguity and complexity (1)</li> </ul>
Recruitment Qualifications:	<p>Education:</p> <p>An advanced university degree in one of the following fields is required: Economics, Public Policy, Social Sciences, International Relations, Political Science, or another relevant technical field.</p> <p>Expereince:</p> <p>A minimum of five years of relevant professional work experience is required.</p> <p>Experience working in a developing country is considered as a strong asset.</p> <p>Background and/or familiarity with emergency is considered as a strong asset.</p> <p>Language:</p> <p>Fluency in English is required. Knowledge of the local language of the duty station is an asset.</p>
Attachments:	<p>Social Policy and Inclusion Structure.pptx Social Protection Specialist NO-3 ZIM22004 SJP (002).pdf</p>

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