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|  | **UNITED NATIONS CHILDREN’S FUND**  **SPECIFIC JOB DESCRIPTION** |

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| **I. Post Information** | |
| Job Title: **Gender and Social Behavior Change Specialist**  Supervisor Title/ Level: **Deputy Representative**  Organizational Unit: **Programme**  Post Location: **Tunisia Country Office** | Job Level: **NOC** - **Level 3**  Job Profile No.:  CCOG Code:  Functional Code:  Job Classification Level: **Level 3** |

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| 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. Moreover, the promotion of gender equality and the empowerment of women and girls is central to UNICEF’s mandate and its focus on equity. Evidence shows that gender, poverty, and geographic residence are three of the strongest factors determining disparities in child well-being and rights. As the only United Nations agency with the rights of children as its mandate, UNICEF is well placed to foster gender-equitable child outcomes as a catalyst to a more equitable world also in the long term, by redefining gender roles and power relations for the future women and men. UNICEF’s Gender Action Plan (GAP) 2022-2025 guides the organization’s promotion of gender equality throughout its work. It operationalizes the UNICEF Gender Policy, 2021–2030, by specifying how UNICEF will promote gender equality across its programmes and workplaces.  **Purpose for the job:** The Gender and SBC Specialist NOC reports to the **Deputy Representative Programme** for general guidance and supervision, and this position serves as the primary gender and SBC expert in the Country Office. The position is primarily technical and programmatic, with the normative advocacy and coordination roles serving as a secondary function. The position is established following the 2023 UNICEF Tunisia Gender Programmatic Review and Strategic Moment of Reflection, which identified the need and opportunity to strengthen the country office capacities and links between gender and SBC programming in the Tunisian specific context. The Specialist provides technical guidance and operational support throughout all stages of programming to facilitate the management and delivery of country programme results contributing to social and behavior change towards the realization of the rights of girls and boys, the empowerment of adolescents and gender equality in Tunisia in alignment with the Gender Action Plan and UNICEF Strategic Plan. |

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| III. Key function, accountabilities and related duties/tasks |
| **Summary of key functions/accountabilities:**   1. **Support to gender and SBC analysis and strategy development** 2. **Implementation of specific gender and SBC activities** 3. **Technical and operational support** 4. **Advocacy, networking and partnership building** 5. **Innovation, knowledge management and capacity building** |
| 1. **Advisory support on gender and SBC analysis and strategy development**  * Conduct and/or participate in comprehensive situation analysis of social, cultural, economic and political issues in the country/region, including through national/subnational working groups or committees. Assess/synthesize qualitative and quantitative information, data and evidence to support the establishment of comprehensive and evidence-based information for developing and planning the Gender and SBC elements of the Country Programme of Cooperation (and UNSDCF). * Participate in country programme planning and reviews to identify the underlying and contextual issues to be addressed (e.g. policies, gender/children inequality, cultural/social behavior etc) and provide technical recommendations on approaches, strategies and plans of action for gender and SBC to promote results for boys and girls and empowerment of adolescent girls and women. * Prepare materials and related documentations for gender and SBC strategies and plans (as a component of the country programme and UNSDCF), including in funding proposals and emergency contexts, so that gender technical components are clearly defined and measurable, and technical capacities are included to ensure optimum impact, scale and sustainability of achievements/results. * Collaborate/consult with a wide range of partners and stakeholders to ensure synergy, integration, coherence, and harmonization of gender and SBC activities across UNICEF programmes, CO communications and advocacy activities and UN System development activities and initiatives at the CO level, including in humanitarian response. |
| 1. **Implementation of specific gender and SBC activities**  * Collaborate with, advise and/or consult programme team leads and external partners to implement gender and SBC strategies, including formulation, production and testing materials to organize specific gender and SBC events and activities to ensure engagement and participation of key audiences, and maximum outreach and impact on behavioral and social change and girls and adolescents’ empowerment, including in humanitarian response and approaches to strengthening accountability to affected populations. * Develop and/or confirm/verify the technical quality, consistency and relevancy of communications strategies, including materials developed, produced and disseminated to target audiences (e.g. individuals, communities, government officials, partners, media etc.) using appropriate multiple media formats (e.g. print, digital/social media, TV/Radio, Web, community networks, etc.). * Participate in budget planning and management of programme funds and prepare financial plan for gender and SBC initiatives. Monitor/track the use of resources as planned and verify compliance with organizational guidelines, rules and regulations and standards of ethics and transparency. * Conduct and/or participate in M & E exercises, including country programme previews, meetings and mid-term/annual reviews to assess and report on efficacy/outcome of gender and SBC interventions. Take timely action to ensure the achievement of results as planned. Integrate/disseminate lessons learned in planning and implementation. * Lead the gender component of the reporting of the routine country-level programme expenditures, the annual reporting and the RAM on gender and SBC strategies and results, and other reports as relevant. |
| 1. **Technical and operational support**  * Collaborate with CO colleagues to support the development of strategies, approaches and the planning of gender and SBC and resource mobilization initiatives in support of programme implementation and delivery of results, including humanitarian response. * Participate in cross-sectoral collaboration and coordination on key programmatic results on gender and SBC, ensuring coherence, maximization of synergies and efficiency in utilization of resources and delivery of results. * Support the strengthening of data systems and collection, as well as accountability mechanisms to monitor and evaluate progress on gender results. Strengthen the quality of research and evidence building on gender and SBC programming and contribute to policy and agenda setting for gender and SBC advocacy. * Provide technical support and guidance to national government, NGOs, UN Agencies and other country-level and local-level partners on aspects of gender and SBC programming and to ensure incorporation of gender indicators and measures in programmes, policy initiatives, proposals, and M&E systems. * Provide technical lead for the planning and implementation of the gender reviews and make sure that the recommendations that come out of the gender review are integrated into the Country Programme strategy and action plans and humanitarian strategies, action plans and performance monitoring in emergency contexts. |
| 1. **Advocacy, networking and partnership building**  * Identify, establish and maintain active interaction/relations with civil society, media, academia and other strategic partners to ensure their engagement, interests and support in promoting engagement for political action on children’s rights and gender equality, and measurable changes in social, behavioral and gender equality outcomes. * Collaborate with communication partners to harmonize, link and/or coordinate messaging and use of multiple media and communication platforms to enhance gender transformative programming and SBC outreach including in humanitarian contexts. * Liaise and consult with sections, other UN agencies, government, and other external partners (civil society, NGOs, private sector) to support convergence, and develop and reinforce partnerships in gender transformative and SBC programming. Represent UNICEF in external meetings on gender or SBC integration into sectoral and cross-sectoral results, including UNSDCF results groups meetings and taskforces as needed. |
| 1. **Innovation, knowledge management and capacity building**  * Implement innovative practices, approaches and latest technology on multiple media and social/digital platforms and networks for gender transformative and SBC that are appropriate/available for the CO context and audience. * Institutionalize/share best practices and knowledge learned/products with partners and stakeholders to build capacity of practitioners and disseminate these products to key audiences including donors and partners. * Organize/implement capacity building initiatives to enhance the competencies of clients/stakeholders/partners (government and non-government) in S&BC planning, implementation and evaluation in support of programmes/projects including in humanitarian settings. * Support documentation and sharing of the country-level experience in gender and SBC programming and lessons learned, which will be shared with internal network and external partners and utilised for South-South cooperation. * Support management and HR in the development of systems, tools and processes that enable staff members and external partners to enhance their understanding and adoption of gender sensitive behaviors and to support implementation of the GAP. |

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| **IV. Impact of Results** |
| The strategic and effective development and implementation of gender and 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, harmful social norms and actions by communities, individuals and society on children’s rights, survival and wellbeing, gender equality and the empowerment of girls and women. 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 boys, girls, adolescents and women in the country. |

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| **V. UNICEF values and competency Required (based on the updated Framework)** |
| **i) Core Values**   * Care * Respect * Integrity * Trust * Accountability * Sustainability   **ii) Core Competencies (For Staff with Supervisory Responsibilities)**   * Nurtures, Leads and Manages People (1) * 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) |

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| **VI. Recruitment Qualifications** | |
| Education: | An advanced university degree in one of the following fields is required: social and behavioral science, sociology, anthropology, psychology, education, communication, public relations or another relevant technical field.  Academic credentials in gender are a strong asset. |
| Experience: | A minimum of five years of professional experience in one or more of the following areas is required: programming and research on gender, social development programme planning, Social & Behavior Change, public advocacy and experience in designing, implementing, managing, and delivering results-based approach on gender and/or SBC.  Relevant experience in a UN system agency or organization and in emergency response are considered as an asset. |
| Language Requirements: | Fluency in French, Arabic and working knowledge in English is required. |