



**UNITED NATIONS CHILDREN'S FUND**  
**Job Profile – Child Protection in Emergencies**

## **I. Post Information**

Job Title: **Child Protection Specialist – Child Protection in Emergencies**  
Supervisor Title/ Level: **Child Protection Specialist - Level 4**  
Organizational Unit: **Programme**  
Post Location: **Country Office**

Job Level: **Level 3 (NO-C)**  
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.

Sudan, surrounded by the Central African Republic, Chad, Egypt, Ethiopia, Eritrea, Libya and South Sudan, positioned next to East, West, South and North Africa, is surrounded by complex conflicts in an unpredictable, volatile and rapidly evolving region. Sudan is by size the third biggest country in Africa, with a diverse population of around 42 million people. Sudan's children make up half of the total population, and the past two decades have seen their lives significantly improve: fewer girls and boys are dying before their fifth birthday, primary school attendance is increasing, immunization coverage is high and the country remains polio free. Still, millions of children continue to suffer from seasonal natural disasters (recurrent droughts and floods), malnutrition and disease outbreaks, and from under-investment in basic social services; and the effects of protracted conflict in Darfur, the Kordofans, and Blue Nile. The Monitoring and Reporting Mechanism of the six grave violations against children in armed conflict is in place, and UNICEF and partners continue to monitor and report on alleged violations. Family tracing and reunification is activated when population displacement occurs.

Sudan is furthermore host to a large population of both newly arrived and long-term refugees,

asylum-seekers and migrants, and is also a country of origin for migrants. More than three million of Sudan's school aged children are not in the classroom. UNICEF has been in Sudan since 1952 and continues with a presence in 12 of Sudan's 18 states.

Recent major events, including changes in Sudan's governance structures that occurred in mid-2019, legal reform processes, the advent of pandemic Covid-19, and the signing of the Juba peace agreement on 3 October 2020, have brought about both new challenges and also many opportunities for engaging positively for children in Sudan.

**Job organizational context:** The Child Protection Specialist – Child Protection in Emergencies (CPiE) is based in the Child Protection section, Khartoum, Sudan. This CPiE Specialist reports to the Child Protection Specialist for CPiE (P4).

**Purpose for the job:** The Child Protection Specialist – CpiE (NO-3) reports to the CPiE Specialist (level 4) for guidance and general supervision. The Specialist supports the development and preparation of the Child Protection programme(s) and is responsible for the management, implementation, monitoring, reporting, and evaluation of the child protection programmes/projects within the country programme, with a focus on child protection in emergencies. The Specialist provides technical guidance and management support throughout the programming processes. He/She 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 well being as established under the Convention on the Rights of the Child, international treaties/frameworks and UN intergovernmental bodies.

The Specialist 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.

### **III. Key function, accountabilities and related duties/tasks**

#### **Summary of key functions/accountabilities:**

- 1. Support to programme/project development and planning**
- 2. Programme management, monitoring and delivery of results**
- 3. Technical and operational support to programme implementation**
- 4. Networking and partnership building**
- 5. Innovation, knowledge management and capacity building**

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

- Contribute to the preparation, design and updating of the situation analysis for the child protection programmes/projects, in particular focusing on children and women in armed conflict including children associated with armed forces and/or armed groups (CAAFAGs), separated or unaccompanied minors, displaced children, children victims of neglect, abuse and exploitation, children in conflict with the law, children victims of or at risk of, mine-caused disabilities, and finally, violence against women and girls; 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 for CPiE. 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 SDG, 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) and ensuring integration with other sectors whenever possible. Prepare required documentations for programme review and approval.
- Work closely and collaboratively with colleagues in all sectors 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.
- Receive and review program/project mandatory and other progress reports and provide timely feedback to partners to ensure program/project progress is on track.
- 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 with partners: for example by ensuring that all direct cash transfers (DCTs) are processed (paid to partners) within two weeks of their request; all DCTs released to partners are liquidated within six months of the date of payment. Ensure that supply plan is prepared and supplies are procured and distributed as planned. All activities are implemented within the time frame and financial cost agreed upon with partners.
- Prepare regular and mandated programme/project reports for management, donors and partners to keep them informed of programme progress. For example, ensure timely and quality quarter Sit Rep for Humanitarian Action for Children (HAC) and Humanitarian Response Plans (HRP).

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

- Provide technical guidance and operational support to government counterparts, NGO partners, CBOs, 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 issues to support programme management, implementation and delivery of results. In particular, work with government counterparts for implementation of the annual joint work plan, including the key national and state level Ministry counterparts and NCCW (SCCW).
- Provide guidance and technical support for the implementation of the CPiE program to the field based colleagues, provide support to engagement with local level actors such as community-based child protection networks (CBCPNs).
- Support ending violations against children affected by armed conflict with government of Sudan and the armed Groups listed in the SRSG report, on implementation of the relative to the Action Plan for ending grave violations against children in armed conflict, its accompanying Road Map for example by participating in technical committees and working groups.
- Engage with armed actors including SAF, RSF and armed groups for awareness raising, trainings and prevention, of violations against children in armed conflict or emergencies. Ensure institutionalization of trainings.
- Provide technical support and leadership for the process of reintegration of children released from armed forces and groups, together with relevant counterparts (including for example DDR commission, NCCW, SCCW).
- Contribute to the development, desing and roll-out of communications materials and campaigns i.a. for engaging with communities for prevention and protection of children from for example recruitment and association of children with armed forces/groups, SGBV, Mine Risk Education and other awareness-raising activities. Engage with partners for in-country family tracing and reunification when needed.
- Ensure integration of CPiE messaging and/or activities in office-wide emergency response as emergencies occur.
- 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.
- Supervise the translation into Arabic and other national languages of documents relevant to the promotion of human rights of children and women.

### **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, social change, 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. Provide inputs to Humanitarian Response Plan (HRP) and HAC. Liaise with CP Sector coordination mechanism.

#### **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.
- Ensure that programs/projects information is institutionalized and incorporated within the available CPIMS and other data collection systems.

### **IV. Impact of Results**

The strategic and effective advocacy, planning and formulation of child protection programmes/projects and the achievement of sustainable results, contributes to the achievement of goals and objectives to create a protective environment for children against harm, all forms of violence and ensures their survival, development and well being in society. Achievements in child protection 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. Competencies and level of proficiency required (based on UNICEF Professional Competency Profiles.**

**Core Values**

- Care
- Respect
- Integrity
- Trust
- Accountability

**Core Competencies**

- 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)
- Drives to achieve impactful results (2)
- Manages ambiguity and complexity (2)

**Functional Competencies**

- Analyzing (3)
- Deciding and Initiating action (2)
- Applying technical expertise (3)

**VI. Recruitment Qualifications**

Education:	An advanced university degree in one of the following fields is required: international development, human rights, psychology, sociology, international law, or another relevant social science field.
Experience:	<p>A minimum of five years of professional experience in social development planning and management in child protection 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 or local language of the duty station is considered as an asset.