



**UNITED NATIONS CHILDREN'S FUND  
SPECIFIC JOB PROFILE**

**I. Post Information**

Job Title: **Programme Specialist (PSEA), Post # 00120549**  
Post level: **P3 (TA)**  
Supervisor Title: **Chief Field Operations (P5), Post no 114498**  
Duration: **364 days**  
Organizational Unit: **Office of the Representative**  
Post Location: **Maputo, Mozambique**

**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.

Cabo Delgado, in northern Mozambique, has been experiencing recurrent attacks by Non- State Armed Groups since October 2017 resulting in severe humanitarian impacts. The attacks started in Mocimboa da Praia expanding gradually to eight districts. The situation has deteriorated seriously in the last two years (2020, 2021) resulting in total cumulative of 1,269 violence events and 1,722 reported fatalities.

Over 780,000 people displaced (IDPs) in the 17 districts of the province and about half of them are children. IDPs moved to neighboring provinces of Nampula, Niassa too and a small number to Zambézia, Sofala and Inhambane provinces which most of them are living in host families. Public and private buildings were destroyed, basic services such as water (175,800 people lack access to safe water), health (49% of health facilities are not operational), education services (18% school network destroyed) in the northern province have closed/relocated elsewhere leaving thousands in heightened vulnerability especially children, and persons with disabilities, who usually face barriers like inaccessible facilities and information, loss of assistive devices and discrimination. About 5 districts are hard to reach due to insecurity situation. There are increasing reports of human and child rights violations such as killings and maiming, abductions and abuse of girls and women.

The deterioration of the insecurity situation in Cabo Delgado triggered the development of 12-month Humanitarian Response Plan of US\$388.5 million by the Humanitarian Country Team to provide life-saving humanitarian assistance to affected population. Aligned with the HRP, UNICEF is implementing a multisectoral response to provide immediate emergency assistance to IDPs, host communities and children in need as well as to address disease outbreaks detected in the province mainly cholera, measles and malaria. Access constraint, limited partner capacity, limited funding and COVID-19 have been affecting the annual targeting which will be more ambitious in 2023. Priority interventions include provision of critical supplies, strengthening the provision of basic services on health, nutrition, education, child protection, WASH, capacity building of provincial and district authorities. UNICEF will prioritize the prevention of GBV, PSEA in IDP population and host communities.

In addition to the conflict situation in the northern region, the country has been affected by tropical storms which aggravate the already dire humanitarian situation. Just in 2022, three tropical storms which one was tropical cyclone category IV (Gombe) affected Nampula and Zambezia provinces destroying a number of public infrastructures such as schools, health facilities, roads, power lines among other and displaced temporarily nearly 41,000 people.

Under the leadership of the Representative, the Protection from Sexual Exploitation and Abuse (PSEA) Specialist will support the country office in the implementation of UNICEF Mozambique's PSEA action plan in all its development and humanitarian interventions.

**Job organizational context and purpose:** The position will report directly to the Maputo based Chief Field Operations (P5) role on day to day work accountabilities, working closely with the Representative on critical aspects of the role such as SEA allegations reporting and response. The Programme Specialist (PSEA) P3 level will be based in Maputo, with frequent travels to Cabo Delgado and other provinces where UNICEF programmes are being implemented.

Within the context of the emergency response and the National PSEA Committee framework, the Programme Specialist (PSEA) will support the implementation of UNICEF Mozambique's PSEA Action Plan, which focuses on scaling up and taking forward UNICEF's prevention and response efforts to sexual exploitation and abuse.

This will include conceptualizing and implementing PSEA prevention activities across sectors, assist in the response to any PSEA concerns that are reported and implicate UNICEF personnel or partners (including strengthening complaint mechanisms at the community level, reporting, and ensuring appropriate survivor support), liaising with the PSEA Network(s) and other inter-agency bodies addressing PSEA and making contributions to inter-agency PSEA response and monitoring, liaising with UNICEF senior management at national, regional and international levels. The Programme Specialist (PSEA) will be also responsible for building the capacity of UNICEF staff, consultants, volunteers, and implementing partners and suppliers on PSEA.

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

#### **Internal capacity building and technical support**

- Provide advice, technical support and monitoring for the implementation of UNICEF Mozambique Country Office PSEA Action Plan, with a focus on Cabo Delgado and neighboring provinces.
- Deliver PSEA and Child Safeguarding trainings for UNICEF staff, consultants, volunteers, implementing partners, and suppliers in line with the PSEA Training Plan.
- Build the capacity of selected UNICEF staff to replicate PSEA and Child Safeguarding trainings and awareness raising efforts.
- Support knowledge management efforts on PSEA, including the maintenance of the repository of tools, documentation of promising practices, etc...

- Together with Social & Behaviour Change, Participation, Rights, Disability Inclusion, Innovation and Gender (SPRING) Section and in coordination with ESARO and HQ, in liaison with the PSEA Network, develop PSEA awareness raising materials for specific groups such as children and suppliers, including leaflets and posters.
- Monitor the tracker for SEA cases and case management, when applicable.
- Supporting the MCO to institutionalize PSEA efforts within their programmes and operations, monitoring and facilities (e.g. HACT, supply section, human resources, programme component teams, etc.)
- Jointly with Social & Behaviour Change, Participation, Rights, Disability Inclusion, Innovation and Gender (SPRING) Section, the PSEA Network and the Community Engagement and Accountability for Affected Populations working group, support MCO to expand/strengthen communities' access to safe and accessible reporting channels.
- In collaboration with UNICEF sections, support partners to ensure PSEA policies and structures are aligned with standards and requirements as per UNICEF PSEA Implementing Partners Procedures and the UN Protocol.
- Participate in the Partnership Review Committee meetings, making sure that PSEA components are incorporated into Program Documents, prior to their approval, and assist UNICEF sections in ensuring that PSEA is mainstreamed and budgeted in PDs, proposals and humanitarian programming.
- Assist the Deputy Representative in chairing and organizing the PSEA Committee and coordinate meetings and other related preparatory work with sections and field offices.
- Support the rollout of the PSEA UN Common Assessment for Implementing Partners, and organize dedicated capacity building where/when required.
- Assist UNICEF sections in monitoring IPs risk reduction plans implementation and ensure conformity with the deadlines established for risk reduction
- Support the piloting and expansion of a PSEA assessment system for suppliers.
- Together with Field Offices, oversee the rollout of the Guidance on Safe Distribution, Selection and Registration of Beneficiaries, with implementing partners.

#### **Inter-agency response to SEA and PSEA Network coordination**

- Actively participate in the PSEA Network coordination meetings and events at national and support provincial level coordination in Cabo Delgado.
- Work with the PSEA Network in taking forward agreed actions and activities.
- Develop PSEA information materials for children and suppliers.
- Support the strengthening of Community Based Complaints Mechanisms for SEA, building upon existing community-based complaint mechanisms as relevant.
- Support the PSEA Network allowing for the participation of key CSOs and NGOs (members of the PSEA Network) in Investigation Trainings to be conducted jointly with ESARO.
- Conduct continued trainings for Inter-Agency Tool Free Hotline Service Linha Verde and Linha Fala Criança.
- Participate and provide technical support to the Inter-Agency Tool Free Hotline Service Linha Verde Steering Committee.
- Support activities of the National PSEA Network Action Plan.
- Support the roll out of the Victims Assistance Protocol.

### **Support Appropriate Reporting and Response of SEA allegations**

- Support and advise UNICEF personnel in reporting SEA concerns for the Head of Office. Support the Head of Office on the implementation and compliance with the new procedure for reporting SEA and Significant Harm to a Child.
- Support the continued internal roll out and implementation of UNICEF SEA reporting procedures.
- Provide support and training to PSEA Focal Points and resource persons on the SEA reporting procedures and provision of assistance to victims.
- Provide technical support to partners and suppliers to strengthen internal reporting procedures.
- Once a complaint is received:

Ensure that all information pertaining to complaints is handled and referred strictly in line with agreed protocols: the internal UNICEF New Procedure to Report SEA and Significant Harm to a Child and the inter-agency information sharing procedure approved by the HCT and rolled-out by the with the PSEA Network.

Ensure that survivors are immediately referred to appropriate service providers so that they receive the medical, psychosocial, legal and any other assistance support they may need, in line with the victims' assistance protocol.

### **Prevention**

- Collaborate and coordinate with partners, field offices and UNICEF sections to ensure sensitization activities on SEA are implemented across communities, and establish systems to track and monitor implementation.
- Collaborate and coordinate with the PSEA Committee, field offices and UNICEF sections to ensure systematic SEA risk assessment is conducted and findings are reflected and included in programme implementation.

### **Survivor assistance**

- In coordination with the Child Protection section:  
Ensure that survivors of SEA access assistance and support  
Monitor the quality of assistance and follow up provided to victims of SEA by UNICEF partners  
Ensure that the GBV and CP referral pathways – internal and interagency – are reviewed in functionality and effectiveness  
Contribute to advocacy to strengthen access to services for survivors.

**In addition:** ensure that any IP/office concerned by SEA allegations establishes and implement solid risk reduction actions

## **IV. Impact of Results**

The strategic and effective advocacy, planning and formulation of child safeguarding, 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.**

<p><b><u>Core Values</u></b></p> <ul style="list-style-type: none"> <li>▪ Care</li> <li>▪ Respect</li> <li>▪ Integrity</li> <li>▪ Trust</li> <li>▪ Accountability</li> <li>▪ Sustainability</li> </ul>	<p><b><u>Functional Competencies:</u></b></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>
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**VI. Recruitment Qualifications**

<p>Education:</p>	<p>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. Mental health and/or legal educational background/training will be considered an advantage. IASC PSEA Training for Coordinators will be considered an advantage.</p>
<p>Experience:</p>	<p>A minimum of 5 years of professional experience in design, implementation and management of protection or GBV programming, child safeguarding, preferably with the UN and/or international NGO.</p> <p>PSEA experience (inter-agency and expert roles) will be considered an advantage.</p> <p>Experience working in humanitarian contexts. Familiarity with the latest development in PSEA, inter-agency PSEA responses and humanitarian cluster systems.</p> <p>Excellent communication skills. Proven ability to work independently under difficult conditions. Excellent facilitation, training, networking and advocacy skills. Demonstrated ability to work in a multicultural environment and establish harmonious and effective working relationships, both within and outside the organization.</p>
<p>Language Requirements:</p>	<p>Fluency in English and a Latin language is required. Knowledge of Portuguese is considered a strong asset.</p>