



UNITED NATIONS CHILDREN'S FUND GENERIC JOB PROFILE (GJP)

I. Post Information

Job Title: **Regional Adviser, Social Policy**
Supervisor Title/ Level: **Deputy Regional Director (D1)**
Organizational Unit: **Social Policy**
Post Location: **Regional Office**

Job Level: **P5**
Job Profile No.:
CCOG Code: **1L06**
Functional Code: **SOC**
Job Classification Level: **P5**

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 Regional Adviser, Social Policy GJP is to be used only in a Regional Office setting. The Adviser reports to the Deputy Regional Director.

Purpose for the job:

The Regional Adviser, Social Policy reports to the Deputy Regional Director for general guidance and direction. The Adviser serves as an authoritative adviser to the Regional Director, Deputy Regional Director, the Regional Management Team, Country Offices and Government institutions/officials on strategies, policies, approaches, best practices and knowledge on social policy.

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, and (e) development and promotion of a

research agenda, as well as mapping of relevant academic and think tanks across the region. This encompasses both direct programme work with government and civil society partners as well as linkages and support to other Programme teams.

III. Key functions, accountabilities and related duties/tasks

Summary of key functions/accountabilities:

- 1. Regional advisory services and technical support on strategic planning/discussion**
- 2. Support to country offices on programme development and planning**
- 3. Regional programme monitoring and assessment**
- 4. Advocacy, networking and partnership building**
- 5. Innovation, knowledge management and capacity building**

1. Regional advisory services and technical support on strategic planning/discussion

- Advise key national government officials, NGO partners, UN system partners and other country office partners on policies, strategies, approaches and best practices on social policies and related issues, to support programme development planning, management, implementation and delivery of results.
- Participate in regional/country programme planning, preparation and review to provide advice on formulation, design, management, enhancement and communication of social policy programmes including setting priorities and results-based management goals.
- Participate in key regional events and strategic discussions to influence policy discussions and agenda setting on social policy related issues.
- Develop and recommend regional programme policies, strategies and approaches. Lead and organize regional strategic discussions and planning on social policy and related programming issues.

2. Support to country offices on programme development and planning

- Collaborate with Regional Management/Country Office teams throughout all stages of social policy programming to provide technical support to programme preparation, implementation and monitoring for results.
- Provide policy guidance and technical support to national external partners and internal colleagues to develop national policies and strategies for UNICEF-assisted programmes.
- Contribute to the planning and updating of the situation analysis to ensure that current and comprehensive data on social policy issues is available to guide UNICEF's strategic policy advocacy, intervention and development efforts on child rights and protection.
- Manages and coordinates technical support around child poverty, social protection, public finance and governance, ensuring it is well planned, monitored, and implemented in a timely fashion so as to adequately support scale-up 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 governments.

- Keep abreast of national/regional/international development priorities on social policy to leverage UNICEF's position and competencies with donors, national governments, communities and constituents to advocate and promote social protection interventions and policies.
- Provide technical advice to facilitate the preparation of the Country Office social policy programme recommendations and to ensure alignment of programmes goals with UNICEF's Strategic Plans.
- Consult and collaborate with national/global colleagues/partners/allies to develop a partnerships framework to address specific needs and to leverage resources for enhancing and scaling up social policy programmes/projects. Evaluate/facilitate synergy, integration, coherence, and harmonization of programmes and projects with UNICEF Strategic Plans and priorities, donors' development strategies/policies, national priorities/competencies and UN System development interventions/initiatives.

3. Regional programme monitoring and assessment

- Ensures effective and efficient monitoring and evaluation of different country programmes within the region. Ensures that the social planning projects enhance policy dialogue, planning, supervision, technical advice, management, training, research and 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.
- Collaborate with HQ Advisers, Regional/Country Monitoring and Evaluation Advisers/Officers to establish benchmarks, performance indicators and other UNICEF/UN system indicators and measurement to assess/strengthen performance accountability, coherence and delivery of concrete and sustainable results on social policy programmes.
- Participate in major monitoring and evaluation exercises, programme reviews and annual sector reviews with government and other counterparts to assess progress and to determine and to provide advice on required action/interventions to achieve results.
- Assess CO's monitoring and evaluation reports to identify gaps, strengths/weaknesses in programme management, identify lessons learned and use knowledge gained for development planning and timely intervention to achieve goals.
- Submit and share assessments on social policy programming in country offices, highlighting critical issues and suggestions for enhancing performance and delivery of sustainable results.

4. Advocacy, networking and partnership building

- 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.
- Collaborate with and advise country offices in the region to develop strategies and implementation plans and activities for maximum communication impact and outreach to promote awareness, establish partnership/alliances and support resource mobilization for UNICEF and Country Office social policy programmes and projects.

- Participate and/or represent UNICEF (as delegated/designated) in key events/meetings and in inter-agency (Regional Collaborative Platforms and Issue-based Coalitions) discussions and planning on social policy and related issues to ensure organizational position, interests and priorities are clearly articulated and fully considered and integrated in the UNDAF process in development planning and agenda setting. Collaborate with regional inter-agency partners/colleagues UNDAF planning and preparation of related programmes and projects.

5. Innovation, knowledge management and capacity building

- Promote critical thinking and introduce technological and programme innovations, approaches and good practices in the region for sustainable social policy programmes/projects initiatives through advocacy and technical advisory services.
- Promote partnerships in thought leadership and research by developing a roster of leading academic institutions and think tanks based in the region.
- Keep abreast, research, benchmark, introduce and implement best and cutting edge practices in the region's social policy programme management and information systems. Institutionalize and share best practices and knowledge learned.
- Identify, assess, vet and disseminate a roster of qualified experts and highly recognized institutions for easy access and use by stakeholders
- Lead and develop policies and procedures; and introduce innovation and best practices to ensure optimum efficiency and efficacy of sustainable programmes and projects.
- Lead, plan and implement capacity building initiatives to enhance the competencies of clients/stakeholders to promote sustainable results on social policy programming, advocacy and technical support

IV. Impact of Results

The ability of the Regional Adviser to provide expert and authoritative advisory services to Country Offices and other partners throughout all stages of programming, result in well prepared social policy programmes and enhanced capacity of stakeholders for self-management and for achieving organizational goals to create a protective environment for children against harm and all forms of violence and thus ensure their survival, development and well-being in society. Achievements in social programmes and projects in turn contribute 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. 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 (2)
- 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)

VI. Recruitment Qualifications

Education:	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.
Experience:	<p>A minimum of ten years of relevant professional experience is required.</p> <p>Experience in analyzing, developing, and implementing social policies with government agencies, inter-governmental bodies, non-profits, international organizations and academic institutions.</p> <p>Proficiency in various research methodologies to gather and analyze data relevant to social policies.</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>
Language Requirements:	Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language is an asset.