



**UNITED NATIONS CHILDREN'S FUND
JPO Request Form**



Training and Learning Plan

- ✓ Participation in a one-week JPO Induction Programme in New York;
- ✓ Guidance and advice in relation to training opportunities within the field of expertise;
- ✓ Use of yearly JPO training funds for internal/external training opportunities;
- ✓ Participation in the Mentoring, Coaching, and Career Counselling and Career transition programmes;
- ✓ Encourage field mission and/or stretch assignment during and after the 2nd year

In addition, the JPO will benefit from the following specific learning opportunities in the receiving office:

- ✓ Exposure to the full breadth of child protection priorities in ESARO with coaching and supervision although the focus of the support will be related to addressing violence against girls, boys and women in both development and humanitarian contexts
- ✓ The JPO would be able to travel extensively in the region and thereby gain good access and exposure to country programming for future opportunities to entry level positions in the organization

Contributing to the Child Protection Systems Strengthening (CPSS) pillar of the ESARO Child Protection Section will expose the young professional to fundamental components of UNICEF's Child Protection Strategy, such as social service workforce strengthening, strengthening civil registration and vital statistics systems, and advocacy and programming on justice for children. This will set a solid base for career growth in the Child Protection sector.

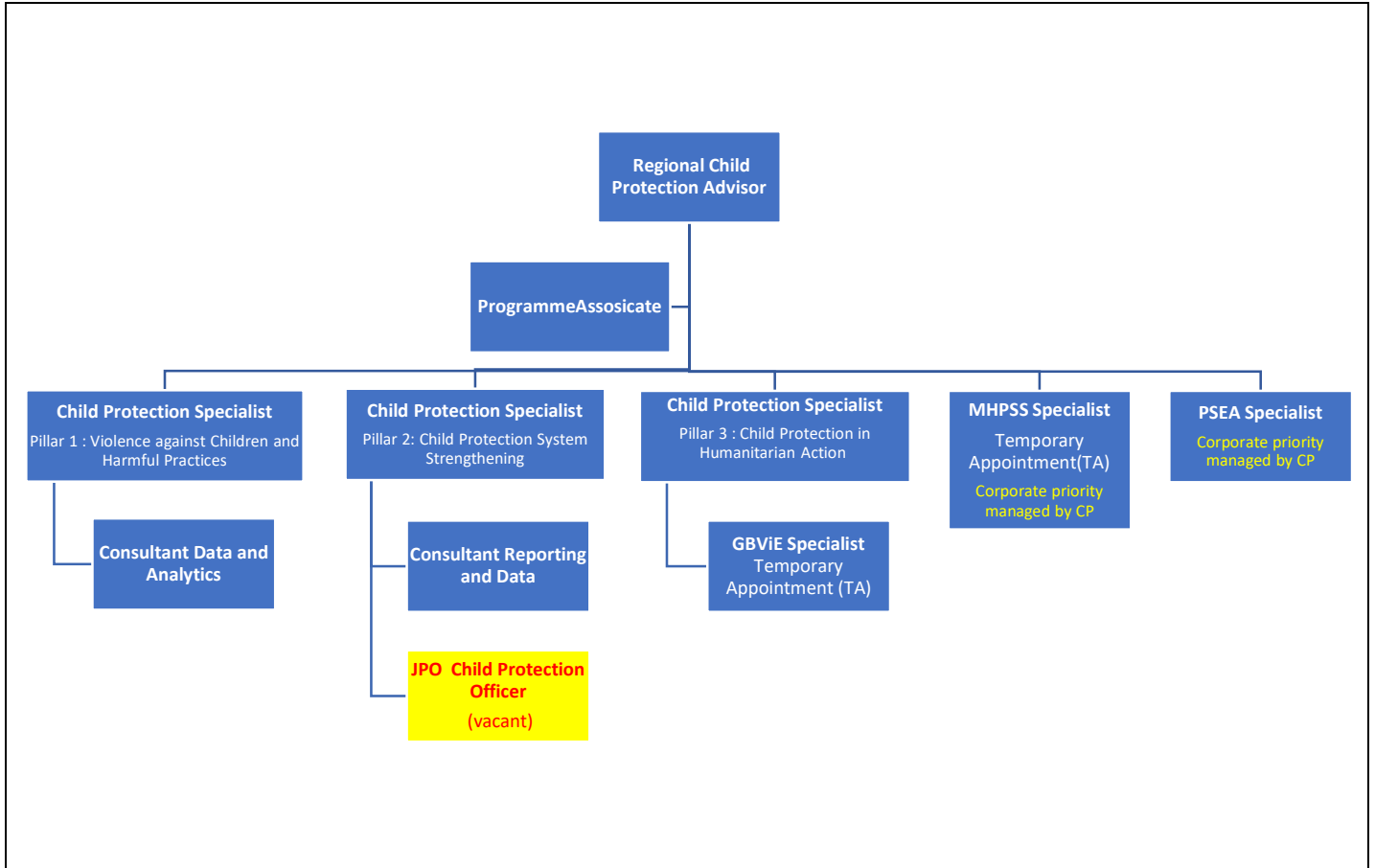
In the ESARO region, 13 out of the 21 countries are only at the level of system enhancement when it comes to developing a mature child protection system (seven are at the level of system integration, and only one country has reached system maturity). Only four countries in the region have a specialized justice for children system. Further, the region has the lowest birth registration coverage in the world at only 40 per

cent. With reference to UNICEF's Strategic Plan 2022-25, the UNICEF Child Protection Strategy, the Regional Office Management Plan and Collaboration for Children, UNICEF is committed to further strengthening child protection programming throughout the region.

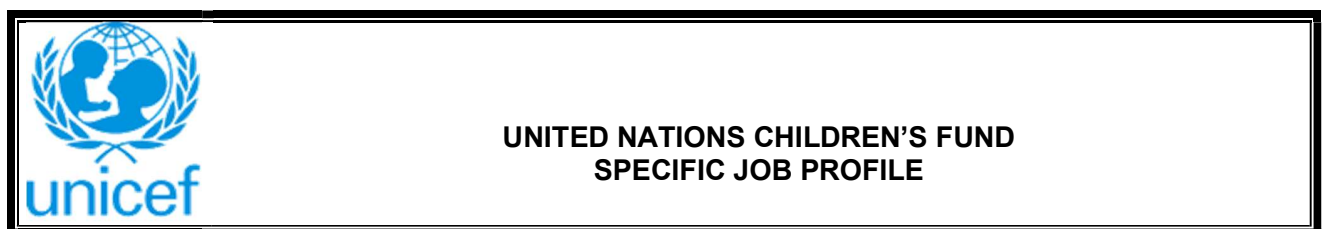
The supervisor has four years of experience supervising consultants, the majority of which have been young professionals. The supervisor has a combination of eight months of experience supervising staff. During a stretch assignment as Chief of Child Protection, the supervisor led a team of three young professionals. Most recently she supervised a P3 staff member for four months, who was a young professional. In previous performance evaluations, the supervisor was found to have very strong working with people skills. Her ability to genuinely listen to her interlocutors was highlighted, as well as the respect, understanding and patience with which she approaches colleagues, including her supervisees.

Information and living condition of Duty station: [For Filed Office locations only]	
General Information	<i>Nairobi is now one of the most prominent cities in Africa politically and financially. Home to thousands of Kenyan businesses and over 100 major international companies and organizations, including the United Nations Environment Programme (UNEP) and the main coordinating and headquarters for the UN in Africa & Middle East, the United Nations Office in Nairobi (UNON), Nairobi is an established hub for business and culture.</i>
Security	<i>The Security Level in Nairobi is classified as Moderate (Level 3) as per the UN security management system in Kenya. Terrorism is one of the security challenges to UN operations in Nairobi.</i>
Housing	<i>Different types of long-term accommodation are available in Nairobi: standalone houses, houses in gated compounds, apartments. These could be furnished and/or fully serviced, or unfurnished. Advertisements of rental opportunities are also posted at UNON Bulletin Board: http://www.unon.org/motd</i>
Schools & Childcare	<i>Most of international staff's children attend international schools with an academic system that is widely recognized abroad. International schools often include a kindergarten and pre-school classes (sometimes even a nursery) for younger kids. It is advisable to ask your embassy in Nairobi which schools your compatriots prefer for their kids.</i>
Work for spouses & partners	<i>Work opportunities for spouses/partners are limited. However, if hired by any organization a work permit must be applied for through the same hiring organisation.</i>

ESARO Child Protection Organogram



You may use the GJP or use the Specific JD for the below sections



I. Post Information	
Job Title: Child Protection Officer Supervisor Title/ Level: Child Protection Specialist P4 Organizational Unit: Programme	Job Level: Level 2 Job Profile No.: CCOG Code:

Post Location: Nairobi, Kenya (Eastern and Southern Africa Regional Office)	Functional Code: Job Classification Level: Level 2
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II. Strategic Office 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. In the Eastern and Southern Africa region, children experience insidious forms of violence, exploitation and abuse. Across 12 countries in the region with Violence Against Children and Youth Surveys, it is estimated that over 1 in 5 girls and 1 in 10 boys have experienced sexual violence, respectively. Most importantly, among those who have experienced this violence, only just over 1 in 10 girls and 1 in 20 boys have ever received any care or services. Other critical child protection related challenges include that out of the 164 million unregistered children U5 worldwide, 52 million live in East and Southern Africa. Further, out of the estimated 650 million girls and women alive today who were married before their 18th birthdays, over 50 million reside in Eastern and Southern Africa. Nearly one third (32 per cent) of the region’s young women of ages 20-24 were married before age 18 and 9% were married before age 15.

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:

UNICEF ESARO child protection programme is guided by Regional Office Management Plan (ROMP) 2022-2025, which is aligned with the priority strategies and interventions under Goal Area 3 of UNICEF’s Strategic Plan. The ROMP has two outputs committed which are (1) enhanced regional environment for at-scale delivery of quality, evidence-informed and innovative country programmes for prevention of and response to: exploitation, abuse, neglect, harmful practices, violence against children (VAC) across the humanitarian–development–peace nexus; and (2) enhanced capacity of COs to prevent of, and response to exploitation, abuse, neglect, harmful practices, VAC in all settings through system strengthening across the humanitarian–development–peace nexus and throughout the lifecycle of children. Priority thematic areas incorporate violence against girls, boys and women as a Collective Focus Area for the ESAR region as a whole, birth registration, children on the move, child marriage and FGM, justice for children, and addressing the needs of children in humanitarian situations. The corporate priorities of mental health and psychosocial support (MHPSS) and prevention of sexual exploitation and abuse (PSEA) are also managed by the Child Protection section. Key medium-term results include: system strengthening across the humanitarian–development–peace nexus; social service workforce strengthening; public financing for children; enhanced coordination and collaboration with other sectors to strengthen legal and policy frameworks and make quality services available; and scaling up of evidence-based preventative approaches.

Purpose for the job:

The Child Protection Officer reports **to the Child Protection Specialist (Child Protection System Strengthening)** for supervision. The Child Protection Officer will provide support in the following areas:

- **Regional Programme Knowledge and Technical Support:** assist in the development of regional programme knowledge and technical support related to Child Protection system strengthening, civil

registration and vital statistics, social service workforce strengthening, justice for children, migration and/or child rights. A particular focus will be on justice for children.

- **Child Protection Rights Mechanisms:** support UNICEF's engagement with and support to child protection rights mechanisms (National Human Rights Institutions, African Committee of Experts on the Rights and Welfare of the Child, CRC, CEDAW Committees and the UN Human Rights Council).
- **Inter-agency Child Protection Work:** assist in building and maintaining links with key partners of UNICEF at regional level, including the Regional Child Protection Network and other key networks, on strengthening Child Protections systems throughout the region.
- **Knowledge Management:** assist in identifying and documenting lessons learned, good practices and innovations in Child Protection system strengthening, civil registration and vital statistics, social service workforce strengthening, justice for children, migration and/or child rights.

III. Key function, accountabilities and related duties/tasks

Summary of key functions/accountabilities:

1. **Technical and operational support to programme implementation**
2. **Networking and partnership building**
3. **Knowledge management and innovation**

Technical and operational support to programme implementation

- Assist in the development of regional programme knowledge and technical support related to Child Protection system strengthening, civil registration and vital statistics, social service workforce strengthening, justice for children, migration and/or child rights. A particular focus will be on justice for children.
- Support UNICEF's engagement with and support to child protection rights mechanisms, by keeping abreast of findings and recommendations of relevant national, regional and international child protection rights mechanisms (e.g., National Human Rights Institutions, African Committee of Experts on the Rights and Welfare of the Child, CRC, CEDAW Committees and the UN Human Rights Council), as well as planned country visits of regional and international child rights experts, to help inform Child Protection systems strengthening work in the region, and to support UNICEF Child Protection Teams in the region to be better equipped to develop and implement rights-based programming.
- Participate in the preparation of programme reports required by Management, donors, programme analysis, annual reports, etc.

Networking and partnership building

- Assist in building and maintaining links with key partners of UNICEF at regional level, including the Regional Child Protection Network and other key networks.
- Support joint inter-agency work / Participate in inter-agency meetings/events on programming to collaborate with inter-agency partners/colleagues and to integrate and harmonize UNICEF's position and strategies with international and regional planning process.
- Assist in building and sustaining close working partnerships with COs and regional stakeholders through active sharing of information and knowledge to facilitate the development of enhanced policy frameworks to advance child protection system strengthening.
Research information on potential donors and prepare resource mobilization materials and briefs for fund raising and partnership development purposes.

- Draft communication and information materials for programme advocacy to promote awareness, establish partnership/alliances and support fund raising for regional priorities in child protection programmes.

Knowledge management and innovation

- Assist in identifying and documenting lessons learned, good practices and innovations in Child Protection system strengthening, civil registration and vital statistics, social service workforce strengthening, justice for children, migration and/or child rights.

IV. Impact of Results

The efficiency and efficacy of support provided by the Child Protection Officer to programme implementation, contributes to the achievement of sustainable results to create a protective environment for children against harm and all forms of violence, and ensures their survival, development and well-being in society. Success 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 countries throughout the region.

The Child Protection Officer is a valuable member of the team who will be exposed to diverse tasks. In the aforementioned major areas that the Child Protection Officer will be responsible to support, the Officer will make the following contribution to results:

- **Regional Programme Knowledge and Technical Support:** support in this area will ultimately help strengthen programming in the areas of Child Protection system strengthening, civil registration and vital statistics, social service workforce strengthening, justice for children, migration and/or child rights. A particular focus will be on justice for children.
- **Child Protection Rights Mechanisms:** support in this area will ultimately strengthen UNICEF's engagement with and support to child protection rights mechanisms, and the UNICEF ESARO CP and CO CP teams will be better equipped to develop, implement and monitor rights-based child protection programming and initiatives.
- **Inter-agency Child Protection Work:** support in this area will help to identify and solidify opportunities for stronger and more systematic coordination.
- **Knowledge Management:** support in this area will help strengthen knowledge on Child Protection system strengthening, civil registration and vital statistics, social service workforce strengthening, justice for children, migration and/or child rights programming.

V. UNICEF values and competency Required (based on the updated Framework)

i) Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability
- Sustainability

Core Competencies (For Staff without Supervisory Responsibilities) *

- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)

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. A law degree is considered an asset.
Experience:	A minimum of two years of professional experience in social development planning and management in child protection related areas is required. Experience working in a developing country is considered as an asset. Relevant experience in programme development in child protection related areas in a UN system agency or organization is considered as an asset. Experience in both development and humanitarian contexts is an added advantage.
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.

VII. Signatures

Name: Nankali Maksud	Signature:	Date:
Title: Regional Advisor, Child Protection		
Name: Lieke Van De Wiel	Signature:	Date:
Title: Deputy Regional Director, ESAR		
Name: Etleva Kadilli	Signature:	Date:
Title: Regional Director, ESAR		