



## UNITED NATIONS CHILDREN'S FUND JPO Request Form



A young girl who had been sexually abused reported to the community-based service hub to seek assistance.

### 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 2<sup>nd</sup> year.

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

- ✓ The JPO will work directly with their supervisor to craft and annual individual development plan, identifying specific opportunities and courses targeted to the JPOs individual development needs and interests.
- ✓ Each year, through its Staff Development Committee, the UNICEF Indonesia Country Office conducts a consultative office wide process to compile an annual Staff Development Plan, identifying a series of learning and development opportunities (such as workshops, trainings, etc.) that are available to all staff in the office, including the JPO.

### Career prospects and potential for retention:

- ✓ The Child Protection function is in high demand across UNICEF globally, with international vacancies regularly arising in this job family. The JPO will gain valuable experience and connections within a large UNICEF Country Office setting, making them more competitive to apply for UNICEF international vacancies in the future.
- ✓ The UNICEF Indonesia HR Manager and HR team are available to provide career counselling and support to JPOs to identify opportunities and understand options when planning their transition after this JPO assignment.

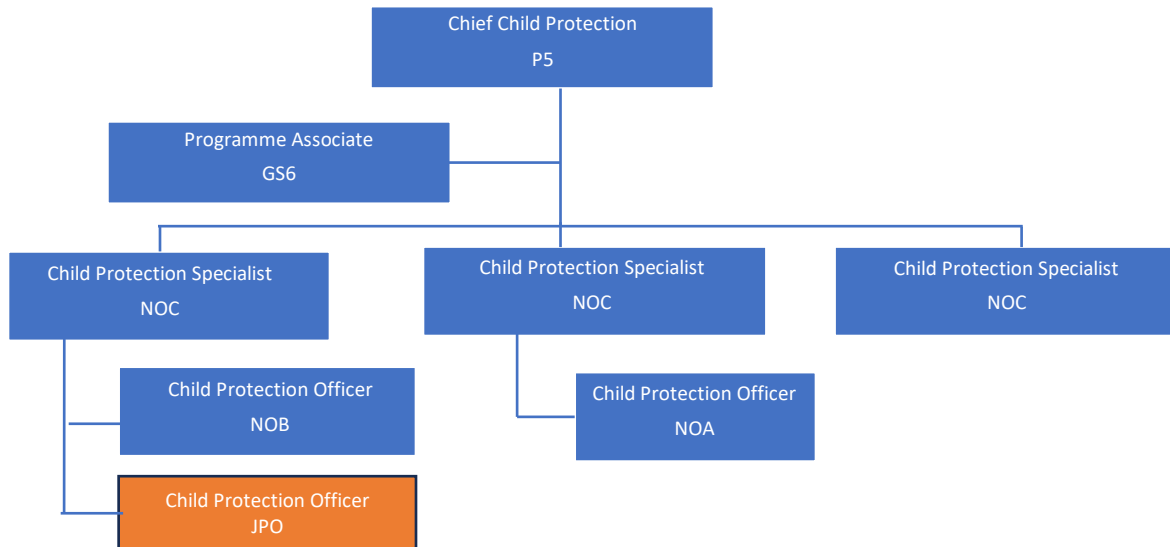
**Supervisor's experience in coaching and development of young professionals:**

- ✓ The JPO will be supervised by the Child Protection Specialist responsible for leading child protection system strengthening. She brings more than thirty years of technical experience on child protection, including expertise in child protection system strengthening, child protection in emergencies, and leadership in thematic programs such as birth registration, child online protection, and mental health.
- ✓ Over her two decades with UNICEF Indonesia, she has supervised various categories of staff members, including JPO, international UNV, and consultants as well as interns, both national and international, many of whom advanced professionally under her tutelage.
- ✓ She has significant experience and a mentor within UNICEF, and has completed various supervisory trainings, including the Management Master Course and coaching course.

Information and living condition of Duty station: [For Filed Office locations only]	
General Information	<p>Jakarta, the vibrant capital of Indonesia, offers expatriates a dynamic living experience with a blend of modern amenities and rich cultural diversity. The city's tropical climate features warm temperatures year-round, with a rainy season from November to March.</p> <p>Accommodation options range from modern apartments to houses in well-secured communities, with rents varying widely. While the overall cost of living can be moderate to high, particularly for imported goods and quality housing, Jakarta remains relatively affordable compared to other major Asian cities.</p> <p>The metropolis boasts many healthcare facilities, including international hospitals, and a wide variety of international schools. A robust public transport system, including buses, TransJakarta, and trains, operates alongside popular ride-hailing services. Nevertheless, air pollution, heavy traffic and urban congestion remain challenging.</p> <p>Jakarta's vibrant culinary scene, numerous shopping malls, and diverse expatriate community contribute to its appeal. The UNICEF Indonesia office, located in the central business district, provides a multicultural work environment. While basic Bahasa Indonesia knowledge is helpful, English is widely used in professional settings.</p> <p>JPOs can expect support with visas, housing, language and cultural adaptation, making Jakarta an attractive post for professional growth despite its urban challenges. Additionally, Jakarta is well connected to the world through its international airports.</p> <p>Indonesia offers exciting opportunities for travel and cultural immersion. The archipelago consists of 17,000 islands and stretches across three-time zones. Because of its location and geology, Indonesia has diverse landscape, from fertile rice lands on Java and Bali to rainforests of Sumatra, Kalimantan, and Sulawesi, to the savannah grasslands of the Nusa Tenggara Islands to snow-capped peaks of West Papua. The country contains a diverse ecological environment of plants and wildlife. Additionally, Indonesia is a richly diverse country, encompassing a range of ethnicities, languages and religions.</p>
Security	<p>Jakarta is generally a very safe city for foreigners to live and work in, although petty crimes like pickpocketing and credit card fraud can occasionally occur. There are no specific restrictions for women, and it is generally safe to travel at night.</p> <p>The overall security situation across Indonesia remains clam and conducive to UN personnel, dependents, and operations. Nevertheless, there are some limited areas in the Highlands of Papua which may be volatile, and restrictions apply to UN missions to these areas due to security concerns.</p> <p>Located on the Pacific Ring of Fire, an area with high tectonic activity, Indonesia is at risk for multiple hazards including flooding, earthquakes, landslides, and tsunamis. Natural hazards are the most prevalent threat to Indonesia.</p>

Housing	<p>The city offers a range of living conditions from high-end apartments to more modest accommodations. It offers many long-term accommodation options, including boarding houses (kost), apartments, and houses, which can be furnished, fully serviced, or unfurnished. Prices vary based on location and type. Real estate agents are easily available and quite reliable, making the process of finding suitable accommodation smoother and more efficient. These real estate agents can be engaged to help the JPO identify, negotiate and finalize lease agreements with landlords. Most property owners will request a minimum of 1 year rental with payment in advance for the full year. Household help, such as for cooking, cleaning and childcare support is readily available and affordable.</p>
Schools & Childcare	<p>Good quality international schooling is readily available in Jakarta. There are about 65 International schools, with a range of curriculums and languages of instruction. Many of these also include a kindergarten and pre-school classes (sometimes even a nursery). Many UNICEF Indonesia staff have their children in various international schools and can share experiences and recommendations.</p> <p>Nannies (both live-in and live-out), including those with prior experience working with expatriate families, are readily available and affordable.</p>
Work for spouses & partners	<p>Work opportunities for spouses are limited but not impossible. Based on Indonesian Government visa regulations, eligible accompanying spouses of UNICEF staff may be issued residency permits only; and are not authorized to work. Nevertheless, should the spouse be hired by another organization in Indonesia, the spouse could apply for their own visa and work permit through the spouse's recruiting organization.</p> <p>The UNICEF East Asia and Pacific Regional office maintains a roster of spouse CVs which may be considered for any relevant consultancy opportunities arising within the region.</p> <p>Please be aware that the Indonesian Government does not issue dependent visas/residency permits to same-sex spouses, and a marriage certificate is required to support to request a visa for an accompanying spouse. The Indonesian government does not issue dependent visas or residency permits for partners who are not legally married. Visa options for such partners are limited to the Tourist Visa and Social-Cultural Visa, both of which have shorter validity periods, and must be organized personally.</p>

## Reporting line of the JPO





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

**I. Post Information**

Job Title: Child Protection Officer (System Strengthening)  
Supervisor Title/ Level: Child Protection Specialist, NOC  
Organizational Unit: Child Protection  
Post Location: Jakarta, Indonesia

Job Level: 2  
Job Profile No.:  
Job Classification Level: Level 2

**II. Strategic Office Context and purpose for the job**

**Strategic office context**

In the last decades, Indonesia has made remarkable progress in developing legislation related to child protection. The Child Protection Law and other relevant laws as well as the five-year National Medium-Term Development Plan (RPJMN) outline an ambitious agenda, aiming to ensure all children have access to high-quality child protection services and to reduce violence against children. To date, over 300 out of 514 districts and cities across the country have initiated efforts to establish Integrated Protection Services (UPTDPPA), with varying levels of readiness and quality in service provision.

In 2023, Indonesia reached a level of maturity in its child protection system. However, further efforts are needed to ensure that all components of the system are fully realized.

As UNICEF Indonesia develops its new country programme document (CPD) for 2026–2030, sustaining and strengthening the child protection system will remain a key priority. Key interventions include:

1. Costing the minimum standard of services for UPTDPPA as a reference for budget allocation at both national and sub-national levels.
2. Advocating for the implementation of the Social Work Law, particularly regarding the recruitment of social workers at the sub-national level, including efforts to determine the appropriate social worker-to-population ratio.
3. Providing technical assistance to implement community-based child protection guidelines, including budget allocation, and strengthening the referral pathways within community service hubs.
4. Promoting the wide dissemination and adoption of national guidelines on child protection planning and budgeting, alongside technical assistance for local implementation.
5. Institutionalizing training on child protection system strengthening for development planners and technical staff.

The JPO will support the Child Protection in establishing and testing of national monitoring framework on the progress of the child protection system reflecting progress by district, city, and provinces. This framework will be based on the global child protection system strengthening framework as well as the Indonesia contextualized child protection system framework.

**Purpose for the job**

Under direct supervisor of the Child Protection Specialist, the JPO will be responsible for the following key functions/accountabilities:

1. Support the development of a national monitoring framework, guidelines, and instruments for the child protection system.
2. Support strengthening of social service workforce, including the conduct of ratio, and costing exercise.
3. Facilitate the development of knowledge products capturing lessons learned and develop strategy for dissemination.

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

The following are the key functions/accountabilities:

- 1. Support the development of a national monitoring framework, guidelines, and instruments for the child protection system.**
  - Assist in transforming the child protection system indicators corresponding each pillar into a web-dashboard.
  - Assist in drafting guidelines and instrument for monitoring the child protection system across district, cities, and provinces, including identification of online platform.
  - Support testing of the guidelines and instruments.
- 2. Support strengthening of social service workforce, including the conduct of ratio, and costing exercise.**
  - Assist in the conduct of the ratio and costing exercise in social service workforce planning.
  - Identify good practices in the region and globally on social service workforce strengthening and identify ways to disseminate with key stakeholders.
  - Support establishment of Community of Practice.
- 3. Support strengthening knowledge management, highlight the impact of UNICEF's efforts on the lives of vulnerable children.**
  - Identify, capture, synthesize, and share lessons learned for all child protection programmes for knowledge development and assist on development of fact sheets, research briefs, and advocacy materials.
  - Apply innovative approaches and promote good practices to support the implementation and delivery of concrete and sustainable programme results.
  - Research and report on best and cutting-edge practices for development planning of knowledge products and systems.

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

The efficiency and effectiveness of the support provided by the Child Protection Officer will contribute to achieving sustainable results in strengthening a protective environment for children, safeguarding them from harm and all forms of violence, and ensuring their survival, development, and well-being in society.

The success of child protection programs and projects, in turn, helps maintain and enhance UNICEF's credibility and capacity to deliver quality and sustainable services, particularly for vulnerable and at-risk children, women and their community.

### **V. Competencies and level of proficiency required**

**Core Values attributes**

- 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)

\*The 7 core competencies are applicable to all employees. However, the competency Nurtures, Leads and Manages people is only applicable to staff who supervise others.

**VI. Recruitment Qualifications**

<b>Education</b>	<p>A first level university degree in one of the following fields is required: international development, human rights, psychology, sociology, social work, international law, or another relevant social science field is required.</p> <p>An advanced degree in one of the fields above would be an asset.</p>
<b>Experience</b>	<p>A minimum of two years of professional experience in social development planning and monitoring, or a closely related area is required.</p> <p>Familiarity with digital tools for monitoring is an asset.</p> <p>Experience working in a developing country is considered as an asset, especially on child welfare or protection services.</p> <p>Relevant experience in programme development in child protection related areas is an asset.</p> <p>Experience in development or humanitarian contexts is an added advantage.</p>
<b>Language Requirements</b>	<p>Fluency in English is required.</p>