



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

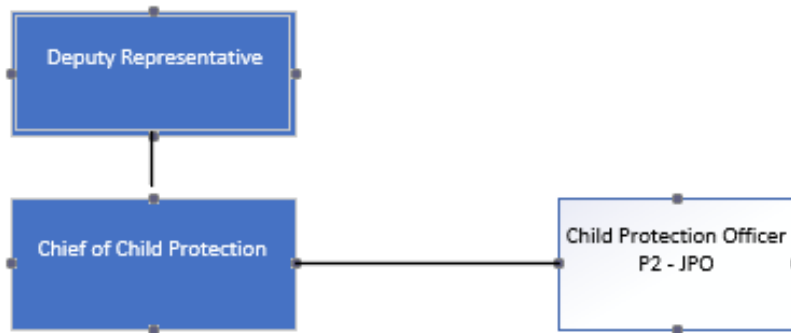
In addition, the JPO will benefit from the following specific learning opportunities in the receiving office:

- ✓ Coaching and mentoring from the Supervisor, Chief of Section, who is also a former JPO with more than two decades of experience in UNICEF Child Protection Programming in development, humanitarian (natural disasters and conflicts) and nexus programming context as well as extensive experience as Chief, CP, with Turkiye being the 3<sup>rd</sup> country office as a Chief. The Chief has more than 17 years of experience as a supervisor, coaching and mentoring young professionals both international professionals (whom have been transferred and promoted continuing he/her UNICEF career) and national staff (whom some have transitioned into international professionals of UNICEF and beyond). UNICEF Turkiye is in its 3/4<sup>th</sup> year of the 5 year country programme cycle (2021-2025) and by early 2024, will be planning for the next country programme cycle.
- ✓ On the job training on UNICEF Programmatic approaches especially in child protection, children on the move and programming
- ✓ Training opportunities (face to face and online) to understand UNICEF Programmatic principles including HACT etc
- ✓ Regular technical support and engagement with ECARO (and MENARO) Child Protection Team in particularly Children on the move focal point and Regional Advisor.

- ✓ Participation in network and online meetings, webinar and training opportunities provided by the Global Children on the Move team
- ✓ Child Protection continues to be one of the core programme areas as articulated in UNICEF's strategic plan (2022- 2025), ie. Goal Area 3. Hence career prospects exists within UNICEF Turkiye and beyond. Furthermore, the person will be also looking at 'children on the move' which also has its own global framework within UNICEF ('Global Framework for Children on the Move').

Information and living condition of Duty station: [For Filed Office locations only]	
General Information	Ankara is a family duty station. It is the capital of Turkey and the country's second largest city after Istanbul with a population of more than 5 million people. Centrally located in Anatolia, Ankara is an important commercial and industrial city. It is the center of the Turkish Government and houses foreign embassies. It is an important crossroads of trade, strategically located at the center of Turkey's highway and railway networks.
Security	Ankara is classified as Security Level 1 in the UN system, like majority of Turkey. Ankara is generally, a safe city, where normal use of common sense and acting responsibly takes one a long way. The public transport is safe to use. There are no direct threats towards United Nations and its staff in Turkey.
Housing	Apartments / flats are generally in good condition, with well-functioning services (gas, electricity, water). Single houses with surrounding gardens are very rare in Ankara. When available, they are generally more expensive than apartments. Therefore, most international personnel live in apartments. New arrivals are usually able to find an apartment in about a month of arrival. The cost of housing varies, depending on the location, size, and facilities. Housing in general is the largest monthly expense. Upon arrival, UN staff will temporarily stay in a hotel until long-term housing is found.
Schools & Childcare	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 preschool classes (sometimes even a nursery) for younger kids. Tuition is in one or more foreign language although some subjects are taught in Turkish in some schools. The American, British, French, and Pakistan Embassies sponsor their own private schools in Ankara. Please note that there are no international or English Language schools in Gaziantep. Some international staff have installed their family in Istanbul where there are more school options. Although international schools are open to children of all nationalities, it should be noted that some of them all give priority to children of their own nationality. Entrance to school is therefore understood to be on a space-available basis.
Work for spouses & partners	Work opportunities for spouses/partners are limited. However, if hired by any organization a work permit must be applied for through the same hiring organization.

Reporting line of the JPO



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



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

## I. Post Information

Job Title: Child Protection Officer (Children on the Move/UASC/disaster risk reduction)  
Supervisor Title/ Level: P4  
Organizational Unit: Child Protection  
Post Location: Ankara, Turkiye

Job Level: P2  
Job Profile No.:  
Job Classification Level:

## 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 programs, 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.

### **Strategic office context:**

The Child Protection Section at UNICEF Libya is seeking donor support for the funding of a JPO position for 2024/2025/2026 that would provide critical support for the accelerated implementation of the Children on the Move Programming, including disaster risk reduction and preparedness, which is in line with the CPD of 2021-2025, Child Protection Programme Strategy Note for 2021-2025 and UNICEF's Global Framework for Children on the Move. The JPO will support the Child Protection Section's ability to ensure and advance technical excellence and quality programmatic work on children on the move, namely unaccompanied and separated children in Turkiye especially in the areas of UNICEF Turkiye's child protection programme to ensure that children on the move, especially the migrant, refugee and asylum seeking children, adolescents and their caregivers as well as UASC – from Syria, Afghanistan, Ukraine and beyond have sustained access to basic services including child protection prevention and response services, including Gender Based violence, and referrals to cross sectorial services including in Earthquake affected areas, , ensure quality programming and advocacy to strengthen alternative to immigration detention options, and knowledge management and M&E to be able to regularly track programmatic progress as well as systematic evidence generation around children on the move programming. The JPO will further be supporting possible joint programming work around children on the move with key UN agencies such as IOM and UNHCR as well as contributing to resource mobilization efforts. Also in light of the devastating earthquake that occurred in February 2023, disaster risk reduction as well as child protection in emergencies preparedness and response is an area that needs to be looked into as we also prepare for the next country programme of 2026-2030.

Child Protection programme that works to ensure that displaced children, adolescents and their caregivers – from Syria, Afghanistan, Ukraine and beyond - have sustained access to child protection prevention and response services, including Gender-Based Violence prevention, and referrals to cross-sectoral services in an environment that supports their integration and social cohesion in Turkish host communities. The UN Volunteer will ensure that this critical work continues, especially in light of the Ukraine crisis response, the highly vulnerable profile of incoming women and children, and growing threats for maintaining social cohesion among refugee and host communities. The UN Volunteer will work on programmes that: support outreach, identification and assessment

of vulnerable children and adolescents to inform service provision; engage children, adolescents and caregivers in structured and sustained psychosocial support, skills and social cohesion programmes; facilitate strengthened coordination among different sectors and actors and support for response

**Purpose for the job:**

The JPO/Child Protection Officer (Children on the Move) reports to the Chief, Child Protection for overall guidance and supervision as well as working closely with other relevant units within the Child Protection Section and beyond. The JPO/Child Protection Officer supports the development and preparation of the Child Protection programme(s) especially in the area of UASC/children on the move (COM) and will be playing a critical role supporting the management, implementation, monitoring, reporting, and evaluation of the relevant child protection programmes/projects within the current (2021-2025) and new country programme of 2026-2030 in the area of COM as well as disaster risk reduction.

The JPO/Child Protection Officer will provide technical guidance and management support throughout the programming processes. H/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 JPO/Child Protection Officer 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 functions, accountabilities and related duties/tasks:**

#### **1. Support 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 area/sector (i.e, COM as well as disaster risk reduction and preparedness) in child protection programmes.
- 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 in relation to COM and disaster risk reduction and preparedness.
- 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.

- Prepare regular and mandated programme/project reports of COM and disaster risk reduction and preparedness for management, donors and partners to keep them informed of programme progress.

## **2. Support technical and operational support to programme implementation**

- Provide technical guidance and operational support to government counterparts, NGO partners, 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 related issues to support programme management, implementation and delivery of results.
- Arrange and coordinate availability of technical experts in the area of COM and disaster risk reduction 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 in the area of COM and disaster risk reduction for management use, information and/or consideration.

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

- Support the preparation, design and updating of the situation analysis for the child protection programmes/projects to ensure that current and comprehensive data on child protection issues especially in the area of COM and disaster risk reduction 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, especially in the area of COM and disaster risk reduction. 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 UN Development Assistance Framework (UNDAF), i.e, the UN Sustainable Development Cooperation Framework (UNSDCF 2021-2025), regional strategies (3RP) and national priorities, plans and competencies.
- Establish specific goals, objectives, strategies, and implementation plans for the sectors (related to COM and disaster risk reduction) using results-based planning terminology and methodology (RBM). Prepare required documentations for programme review and approval.
- Work closely and collaboratively with colleagues and partners to discuss strategies and methodologies in the area of COM and disaster risk reduction, 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 in the area of COM and disaster risk reduction with other UNICEF sectors and achievement of results as planned and allocated.

## **4. Support to 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 especially in the area of COM and disaster risk reduction.

#### IV. Impact of Results

The efficient and effective technical, administrative and operational support provided for UNICEF Türkiye Children on the Move Programming will directly impact on the UNICEF Türkiye's ability to ensure that children on the move, i.e., displaced, migrant, refugee and asylum seeking children in Türkiye whom are deprived of protection, including as a result of discrimination, violence and exploitation and possibility arbitrary detention as well as forced returns are better protected from violence, abuse and benefit from strengthened child protection systems and improved practices. This in turn contributes to enhancing the ability of UNICEF to fulfill its mission in Türkiye to achieve sustainable, locally owned and concrete results in improving the survival, development and well being of all children in Türkiye.

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

##### Core Values attributes

- Care
- Respect
- Integrity
- Trust
- Accountability

##### Core competencies skills

- 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

- Persuading and influencing (1)
- Applying technical expertise (1)
- Learning and researching (2)
- Planning and organizing (2)

#### VI. Recruitment Qualifications

Education:	A university degree or an advanced 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><i>A minimum of two years of professional experience in one or more of the following areas is required: social development or child protection programme planning</i></p> <p><i>Relevant experience in a UN system agency is considered as an asset.</i></p>
Language Requirements:	<i>Fluency in English is required. Knowledge of Arabic is considered as an asset.</i>