



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.

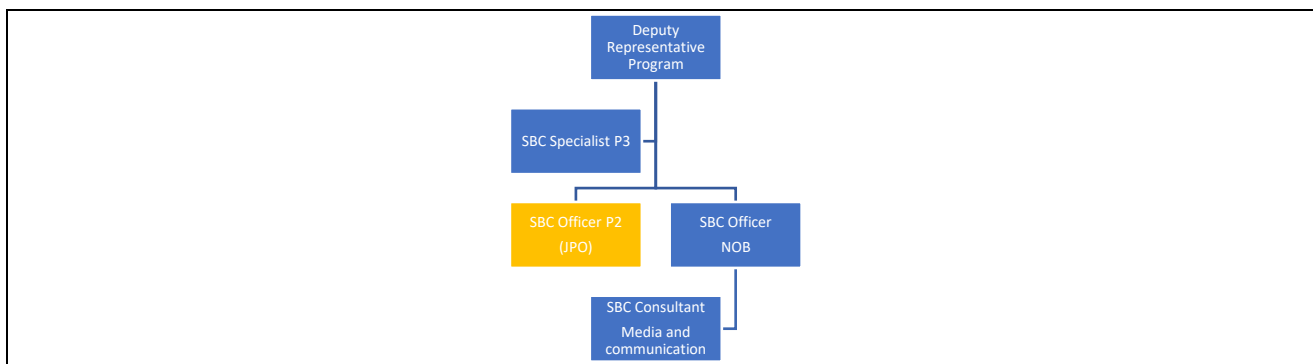
In addition, the JPO will benefit from the following specific learning opportunities in the receiving office:

- ✓ Structured and planned supervision, coaching and mentoring by the supervisor and other team members, through Performance Planning, Reviews, Global Mentorship Program, program workshops, meetings, conferences.
- ✓ Online (mandatory and optional) learning opportunities, using Agora, Coursera, and other Corporate Platforms.
- ✓ Peer learning opportunities in the SBC and broader country office team, through interactions, meetings.
- ✓ By experience, through regular interactions with counterparts, partners, and program participants/beneficiaries.
- ✓ Social and Behavior Change is still an emerging and recently transformed area for UNICEF overall and its lately gaining space and momentum in the country office and region. The incumbent will have the advantage of improved understanding and UNICEF system and can exploit the exposure and learning to earn a longer-term position in SBC.
- ✓ The supervisor brings experience and expertise in the field of SBC and development management, in diverse backgrounds supervising national and international staff. The JPO will receive overall supervision and support from the Deputy Representative Programme who is an experienced people-manager and mentor, with managerial experience at P4 level in various country offices including UNICEF HQ.

Information and living condition of Duty station

General Information	<p>The Republic of Tajikistan is located in the south-east of Central Asia. The total territory is 143.1 thousand square kilometers. The population is around 10 million people. The currency unit is Somoni introduced in October 2000.</p> <p>The geography of the Republic of Tajikistan is mountainous with heights above sea level varying between 300 and 7495 meters. Mountains belonging to the highest ranges of Central Asia make up 93% of the total area of the country.</p> <p>UNICEF operates from Dushanbe, the national capital of Tajikistan, located along the Varzob River in the Gissar valley, in the southwest of the country. Dushanbe has a population of about 1 million inhabitants. It is a family friendly duty station. Official language is Tajik (a variant of Persian; Farsi), while Russian is widely used.</p> <p>Dushanbe is a clean, European-style city. The city is located at 820 meters above sea level and has wide tree-lined streets with plenty of cafés to enjoy coffee or tea with local sweets. Dushanbe is the financial, political, administrative, and cultural capital of Tajikistan. All Government offices and Embassies are located in Dushanbe.</p>
Security	<p>The overall Security Level for Tajikistan, including Dushanbe where UN personnel resided is low. The threat rating of the Crime category is moderate. The general crime situation is assessed as moderate and is under control by law enforcement agencies. The number of registered crimes in Tajikistan during the current year decreased by 6.8% from the corresponding period of the previous year (2022).</p>
Housing	<p>Different types of long-term accommodation are available in Dushanbe: standalone houses and apartments are most common housing. The price for monthly rent varying depending on location, size and condition. It is recommended to choose an apartment that has secure doors and windows, and limits access to the building at the main entrances. The physical security aspects of housing are important such as having grills on lower floor windows, having functional CCTV system, ensuring well-illuminated streets and entrances, and choosing residences in good neighborhoods. Local Admin team will support international staff in identifying the most suitable option.</p>
Schools & Childcare	<p>Most of UNICEF international staff's children attend international schools with an academic system that is widely recognized abroad.</p> <p>There are few international schools available in Dushanbe: QSI International (dushanbe.qsi.org), Contofield International (https://contofield.com/), Modern International School (https://mistj.edupage.org/). There is number of childcare and pre-school institutions available for children under the school age. Local Admin team will support international staff in identifying the most suitable option.</p>
Work for spouses & partners	<p>Work opportunities for spouses/partners are limited. UNICEF, to the extent possible, assist spouses of international staff members seeking employment in UNICEF or other UN agencies. A spouse of an international staff member may be recruited to fill a vacant post provided that: a) his/her qualifications meet the requirements of the vacant post; b) his/her qualifications are substantially equal to those of competing external candidates; c) the fullest regard has been given to the qualifications and experience of staff already in service; d) he/she will not be assigned to serve in a position: which is superior or subordinate in line of authority to his/her spouse; and/or where it could be perceived that there is a conflict of interest because of the nature of the work.</p>

Reporting line of the JPO



UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

I. Post Information

Job Title: Social & Behavior Change Officer
Supervisor Title/ Level: P-4
Organizational Unit: Deputy Representative
Post Location: Dushanbe, Tajikistan

Job Level: P-2
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. Therefore, 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

Social and Behavioral Change (SBC) communication is a key change strategy within the UNICEF Tajikistan country programme of cooperation to promote recommended practices, generate demand for services and build social accountability. The strategic and effective development and implementation of SBC interventions directly impact on UNICEF's support to promote social, political, and economic action and changes in behaviors, beliefs, harmful social norms and actions by communities, individuals and society on children's rights, survival, and wellbeing. This in turn contributes to enhancing the ability of UNICEF to fulfill its mission to achieve sustainable, locally owned, and concrete results in improving the survival, development, and wellbeing of children in the country.

UNICEF is supporting the Government of Tajikistan to improve uptake of routine immunization by reducing the number of zero dose children. To this end, the demand component of immunization is being strengthened with social and behaviour change approaches, addressing psychological, sociological, and environmental drivers of behaviour change. This includes generation of behavioural evidence, improving and applying strategic SBC approaches on the basis, building workforce capacity on interpersonal communication, community engagement and strengthening of feedback mechanisms.

The SBC Section at UNICEF Tajikistan is seeking funding to support a JPO position for 2024-2025, to support the Government of Tajikistan in improving uptake of vaccine and reducing zero dose children. This support is critical as Tajikistan will enter a new cycle of full portfolio building in 2024 and shall support the Government of Tajikistan in accelerating its effort to bring number of zero dose children to nil. Under direct supervision of the Deputy Representative, the JPO will be responsible for promotion of measurable behavioral and social change for immunization portfolio. The JPO shall particularly ensure that SBC support to the demand component of immunization portfolio is timely and effectively available, as per following specific functions, accountabilities and duties.

III. Key functions, accountabilities, and related duties/tasks:

1. Support to behavioral evidence generation on vaccine uptake, related barriers, enablers, and norms.
 2. Support to development of a systematic, planned, and evidence-based strategy.
 3. Ensure implementation of context appropriate SBC approaches, methods, and tools.
 4. Advocacy, networking, and partnership building.
1. Support to behavioral evidence generation on vaccine uptake, related barriers, enablers, and norms.
 - *Support the conception, designing and commissioning of comprehensive SBC situation analysis, behavioral studies, and evaluations*
 - *Facilitate identification and onboarding of research partners, collaborators (local and international, academics and practitioners)*
 - *Technically oversee quality of SBC evidence generation activities and partnership.*
 - *Review and ensure quality of data analysis, reporting and knowledge management.*
 - *Contribute to dissemination of research publications, including publishing on UNICEF internal and external platforms.*
 2. Support to development of a systematic, planned, and evidence-based strategy.
 - *Support collection, synthesize, draft and/or organize materials and related documentations for evidence-based SBC strategies and plans to ensure optimum impact, scale, and sustainability of achievements/results.*
 - *Supervise meaningful participation and collaboration of relevant stakeholders, especially communities, government and CSOs, using human centered approaches and tools.*
 - *Support development of costed implementation plans and its operationalization.*
 3. Ensure implementation of context appropriate SBC approaches, methods, and tools.
 - *Supervise and assure that engagement, participation, empowerment, and feedback mechanisms are mainstreamed as key approach and relevant tools are used.*
 - *Assess, select and/or recommend appropriate engagement tools, information and communication materials for SBC initiatives verifying accuracy and quality for implementation.*
 - *Monitor and assess the impact of SBC strategies and activities on demand for immunization.*
 4. Advocacy, networking, and partnership building.
 - *Develop concepts, proposals, and plan for advocacy with the relevant government authorities, civil society and private sector for improved policy, governance, and financing for immunization*
 - *Supervise mapping of existing and new potential partnership opportunities.*
 - *Support scaling up and improvement in existing public, civils society and private partnership.*

IV. Impact of Results

The technical, administrative, and operational support envisaged for the role shall be critical in efficient and effective delivery of SBC support to the immunization portfolio. This will contribute to improving UNICEF and its partner's ability to build trust on the immunization services, address behavioral and social barriers related to immunization and thus improving update of vaccines in the zero dose areas. This ultimately will support UNICEF in meeting its commitment to improving the survival, development and wellbeing of children in the country and the Government of Tajikistan in achieving SDGs.

V. Competencies and level of proficiency required

Core Values attributes

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

Core competencies skills

1. Builds and Maintains Partnerships (1)
2. Works Collaboratively with others (1)
3. Innovates and Embraces Change (1)
4. Thinks and Acts Strategically (1)
5. Drives to achieve impactful results (1)
6. Manages ambiguity and complexity (1)

Functional Competencies

- Analyze and plan (1)
- Deliver results with positive impact (1)
- Learn and develop (1)
- Adapt and innovate (1)
- Connect and collaborate (1)

VI. Recruitment Qualifications

Education:	A university degree in one of the following fields is required: <i>social and behavioral science, sociology, anthropology, psychology, education, mass communication, public relations or another relevant technical field.</i>
Experience:	<i>A minimum of two years of professional experience in one or more of the following areas is required e.g., social and behavior change, social change communication, communication for development, community development, mass communication, public advocacy, development program management or another related area.</i> <i>Relevant experience in a UN system agency or organization is considered as an asset.</i>
Language Requirements:	<i>Fluency in English is required. Knowledge of another official UN language or local language of the duty station is considered as an asset.</i>