



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:

- ✓ Experience on undertaking child protection work in mixed migration contexts, including increased experience in applying knowledge of child protection in emergencies, cross-border child protection coordination and gender-based violence in humanitarian settings.
- ✓ Experience in contributing to policy development and advocacy, including developing data-driven strategies for child protection in mixed migration contexts, analysis around the EU Pact on Migration and asylum, and effectively engaging stakeholders.

- ✓ Inter-agency coordination and cooperation: opportunity to gain knowledge on leveraging joint cooperation frameworks with UNHCR, IOM and other agencies for the protection of children on the move.
- ✓ Networking and partnership development
- ✓ Opportunity to gain experience in implementing gender-sensitive approaches into child protection systems and programmes

Career prospects and potential for retention: this is a dynamic and growing workstream for the organization. All efforts will be made to retain and expand technical capacities in this area, if resources are available.

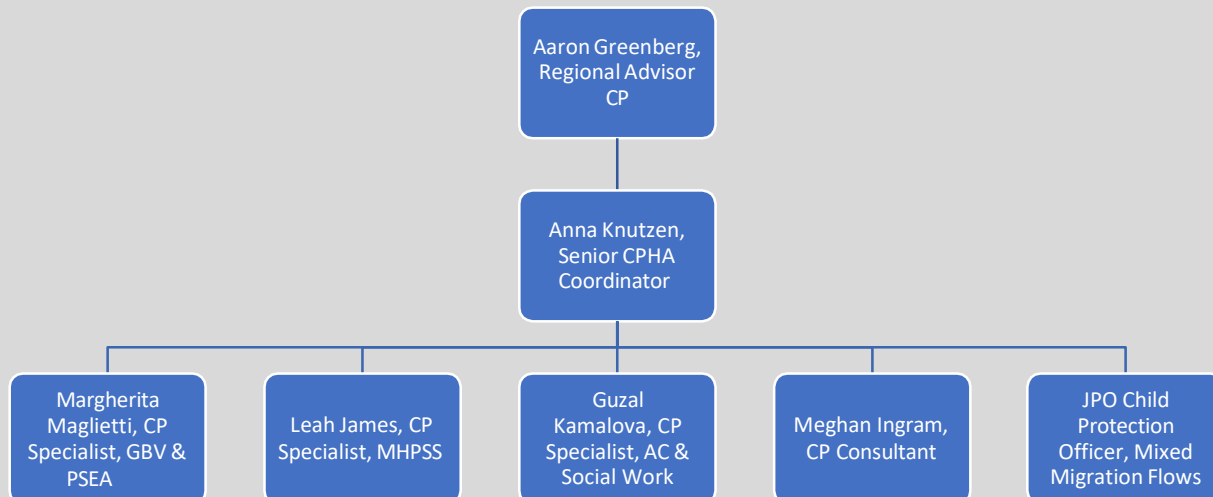
Supervisor's experience in coaching and development of young professionals: Supervisor is a senior professional with more than 15 years of experience and has considerable experience coaching and developing emerging talent within the organization

Information and living condition of Duty station: Geneva, Switzerland

General Information	UNICEF Geneva is located at Route des Morillons 4, 1211 Genève . The office accommodates PFP, ECARO and EMOPS and presents several exciting opportunities for UNICEF, including the opportunity to co-locate with The International Labor Organization with whom UNICEF often works in collaboration.
Security	Switzerland is a safe destination, for both professional and personal travel. By exercising good common sense and practicing basic security awareness, travellers can easily avoid most incidents. French, German and Italian are office. UNDSS classified Geneva as level 1 (minimal) security level. More info
Housing	Outside of living in Central Geneva, it's possible to live in other cantons or neighboring France with approximately 30-40 minutes' drive or 1hr commute by public transport. Geneva is well served by a host of public transport infrastructure. However, if living in one of the neighboring areas then a car is advisable.
Schools & Childcare	All the key information about the 18 International Schools in Geneva, Switzerland: Extracurricular activities, if teachers are native, class sizes, fees, school bus availability, etc. can be accessed here .
Work for spouses & partners	If JPO resides in Switzerland and their spouse/partner is recognized by UNICEF, then such spouse/partner can have access to the local Swiss labor market (UNICEF will facilitate). However, work opportunities are limited.



Reporting line of the JPO The JPO will report to the Chief of Child Protection in Humanitarian Action (P5)



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, Mixed Migration Flows**
 Supervisor Title/ Level: **Chief, Child Protection in Humanitarian Action P5**
 Organizational Unit: **Programme**
 Post Location: Geneva, Switzerland

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

II. Strategic Office Context and purpose for the job

Strategic office context: [\[Office Context and JPOs Contribution to the Organization\]](#)

Please write a short pitch on why the governments should sponsor a JPO in your office. Consider including background information, history and programme outline for the country. Give a short background of the programme/projects the JPO will be working on; the impact and contribution of the JPO..

Mixed migration flows¹ of children arriving in Europe and its borders are inherently unpredictable, driven by political instability, conflict, climate change, natural disasters, and the need to find better economic opportunities. Whilst the nature of migration routes is fluid, this region has consistently been a point of transit and destination, with increasing numbers of children and families arriving in search of safety, peace, and a better life. In the last decade, around 4.1 million refugees and migrants have arrived into Europe, around 27% of whom are children. As of 2023, approximately 64% (35,510) of refugee and migrant children arriving in Europe were unaccompanied or separated.

For children and youth on the move to Europe via the Mediterranean Sea routes or Western Balkan routes, the journey is marked by high levels of violence, exploitation and abuse. Girls are particularly vulnerable to trafficking, exploitation and other forms of gender-based violence whilst in transit and at their intended destination due to their lack of identification as vulnerable children and limited access to essential services.

As reception centers in receiving countries surpass record capacity, the principles and modalities for how EU Member States will collectively support refugee, asylum seeking, and migrant children remains operationally unresolved. There remain critical gaps in providing sufficient protection services, education and psychosocial support for children and their families in countries of arrival. Measures to address gender-based violence risks for women and girls are inadequate and there are insufficient mechanisms for child-sensitive identification and case management. This deepens the vulnerability of children, especially those who are unaccompanied and separated.

The EU Pact on Migration and Asylum marks an important step towards a more predictable system for managing migration and sharing solidarity among EU Member States. The Pact's implementation in line with children's rights and child-specific safeguards, is critical to ensure that children's best interests are upheld in all asylum and migration decisions and regulations relating to them.

As the agency mandated to monitor, support, and advance the rights of every child, UNICEF has a critical role to play in identifying and shedding light on the child protection challenges facing children arriving in Europe. Since 2016, UNICEF has increased its engagement with EU member states on developing standards for the reception and care of children—particularly unaccompanied and separated children—as well as approaches to implementing those standards and identifying pathways and procedures for relocation. All of this must be grounded in a firm sense of children's needs and vulnerabilities, based on a robust evidence base obtained in coordination with key partners. With this programmatic presence, UNICEF is planning to support the EU and its Member States as they move towards the implementation of the EU Pact on Migration and Asylum, to uphold the protection of every child.

UNICEF's work for and with children and adolescents on the move is guided by UNICEF's Agenda for Action for Children Uprooted, the Global Programme Framework on Children on the Move, and Core Commitments for Children in humanitarian action. UNICEF aims to address the root causes that uproot children, combat xenophobia and discrimination, and ensure inclusive access to basic services without discrimination based on a child's migratory status. UNICEF works with UNHCR, IOM and other key stakeholders under the auspices of Global Joint Cooperation Frameworks to prevent and mitigate harmful migration practices, such as child immigration detention or family separation, to support and implement child-friendly procedures and ensure migrant and displaced children are heard, involved and empowered to reach their potential.

¹ This term refers to refers to complex migratory population movement including [refugees](#), [asylum seekers](#), [economic migrants](#) and other types of [migrants](#)

UNICEF's Strategic Plan (2022-2025) reflects children on the move as a key child protection priority, that has cross-cutting dimensions. The new Strategic Plan commits UNICEF to a focus on inclusion of children on the move into child protection systems to tackle root causes for forced displacement or unsafe migration, discrimination, and exclusion. In Europe this means working with national authorities to identify systemic gaps in children's protection and inclusion, as well as identifying strategies for adapting existing child protection systems to meet the needs of every child.

Purpose for the job:

Anchored in the Child Protection Team of the Europe and Central Asia Regional Office (ECARO), the migration technical area is a critical hub for UNICEF's knowledge and technical support on child protection issues related to migration and displacement, including preventing and responding to gender-based violence.

The ECARO Child Protection team is seeking donor support to expand UNICEF's programming and policy acumen on children on the move in Europe and along its external borders. This work is particularly relevant as the EU looks towards the implementation of the EU Pact on Migration and Asylum, which will impact on the rights and protections afforded to children on the move into Europe. ECARO will focus on scaling-up results for the most disadvantaged and excluded children, in accordance with EU standards and international commitments related to the Convention on the Rights of the Child (CRC), and the follow-up of the Global Compact for Safe, Orderly and Regular Migration and the Global Compact on Refugees. The ECARO CP team plays a critical technical advisory role to country offices across the region who are seeking to work on the integration of children into national systems, or identifying humanitarian needs and models for provision of essential support. At the regional level, The ECARO CP team continues to leverage partnerships in Europe to ensure that children are visible in the implementation of migration and asylum law, policy, and programming, and their best interests upheld therein.

The JPO will report **to the Chief, Child Protection in Humanitarian Action, or Regional Adviser, Child protection** for supervision. The JPO will provide professional technical, operational and administrative assistance throughout the programming process for child protection programmes/projects within the Section Workplan and based on the Regional Office priorities from development planning to delivery of results. H/She prepares, executes, manages, and implements a variety of technical and administrative programme tasks to facilitate programme development, implementation, programme progress monitoring, evaluating and reporting.

Under direct supervisor of the **Chief, Child Protection in Humanitarian Action, or Regional Adviser, Child protection** the JPO will be responsible for the following key functions/accountabilities:

1. Strengthen technical support to member states within Europe and along the EU's external borders, on upholding the protection of children in the context of mixed migration movements, including on mitigating, preventing and responding to the risks of gender-based violence.
2. Contribute to evidence-based child protection policy and programming guidance on migration and displacement issues with government counterparts, local stakeholders, and UNICEF headquarters and country offices.
3. Strengthen the inclusion and mainstreaming of migrant, asylum-seeking and refugee children into national child protection systems and UNICEF's programming along key migration routes.
4. Networking and partnership building, including fundraising support for ECARO and country office child protection sections.
5. Contribute to knowledge generation and knowledge management for UNICEF action related to children on the move in Europe and Central Asia

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

1. **Strengthen technical support to member states within the EU and along the EU's external borders, on upholding the protection of children in the context of mixed migration movements, including on mitigating, preventing and responding to the risks of gender-based violence.**

- Collaborate with colleagues to identify gaps in national practice, policy and capacities regarding the protection of children in the context of mixed migration movements, including GBV risk factors and response mechanisms.
- Ensure the provision of technical assistance and guidance to member states in developing strategic plans to address identified gaps.
- Support the capacity building of member states to uphold and enhance the protection of children through targeted resource development, dissemination of tools, and implementation of best practices.

2. Contribute to evidence-based gender and age sensitive child protection policy and programming guidance on migration and displacement issues with government counterparts, local stakeholders, and UNICEF headquarters and country offices.

- Working closely with UNICEF colleagues, support the drafting of policy positions and programming documents to influence internal and external stakeholders and policy dialogue, with particular focus on discussions around the child protection considerations within the EU Pact on Migration and Asylum.
- Upon request, support Country Offices with integrating the child protection concerns of migrant and displaced children into workplans, Country Programme Documents (CPDs), their Situation Analysis, and provide or identify customized technical support as required.
- Work closely and collaboratively with internal and external colleagues on operational and implementation issues, provide solutions and recommendations as necessary.
- Support the drafting of programme/project reports for management, donors and partners to keep them informed of programme progress.

3. Strengthen the inclusion and mainstreaming of migrant, asylum-seeking and refugee children into national child protection systems and UNICEF's programming along key migration routes.

- Working closely with sectoral colleagues, conduct analysis to identify key entry points and recommendations for ensuring children on the move are included in national systems.
- Drawing on joint cooperation frameworks with UNHCR and IOM identify possible entry point for strengthening inter-agency support to the inclusion of children into national systems.
- Provide tailored capacity building as necessary, to UNICEF staff at CO level.
- Support the roll-out and socializing of global policy guidance, frameworks, and tools to support age and gender-sensitive programming on children on the move.

4. Networking and partnership building, including fundraising support for ECARO and country office child protection sections

- Build and sustain effective close working partnerships with colleagues in HQ, country and regional offices, through active sharing of information and knowledge to facilitate program implementation and build capacity of stakeholders to achieve and sustain results on children on the move programs.
- Draft communication and information materials to promote awareness, establish partnership/alliances and support fund raising efforts for children on the move programs.
- Research information on potential donors and prepare resource mobilization materials and briefs for fund raising and partnership development purposes, with particular focus on partners and mechanisms to support the child-sensitive implementation of the EU Pact on Migration and Asylum.
- Support key programmatic partnerships with UNHCR and IOM, particularly on the implementation of Joint Strategic Collaboration Frameworks.

5. Contribute to knowledge generation and knowledge management for UNICEF action related to children on the move in Europe and Central Asia.

- Contribute to identifying, capturing, synthesizing and sharing lessons learned and best practices for programming, policy change and capacity development among ECA countries.

- Support the knowledge management for Children on the Move, by updating the internal knowledge domain, developing and disseminating new reports and evidence, best practices, and curating discussion groups within the region.
- Identify opportunities for UNICEF to expand its knowledge base on Children on the Move and Unaccompanied and Separated Children in Europe—in conjunction with partners or other parts of the organization.
- Contribute resources to capacity building initiatives to enhance the competencies of country office and other relevant colleagues.

IV. Impact of Results

As Europe and countries along its external borders embark on the overhaul of existing asylum and migration management procedures, UNICEF will strengthen its voice and the provision of technical support for adherence to fundamental human rights and child-rights principles. Countries in the region will be better placed and positioned to include children and support them with child-friendly procedures wherever they find themselves on their migration journey.

V. Competencies and level of proficiency required

(Please base on UNICEF Competency Framework)

Core Values attributes

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

Core competencies skills (please make sure to adjust competency levels depending on 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)
- Drives to achieve impactful results (1)
- Manages ambiguity and complexity (1)

Functional Competencies (please use GJP as reference):

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

VI. Recruitment Qualifications

Education:	A university degree in one of the following fields is required: International development, human rights, law, international law, psychology, sociology, 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: Migration and displacement; child protection.</i></p> <p><i>Relevant experience in a UN system agency or organization is considered as an asset.</i></p> <p><i>The following knowledge/expertise/skills are also considered an asset: Understanding of the European policy and legal landscape as it pertains to issues of asylum and migration; understanding of international refugee law and international standards on the rights of migrant and refugee children; understanding of the international legal and normative framework on child protection and safeguarding, particularly as it relates to migration and asylum systems; Knowledge of gender-based violence risks and programmatic responses, in the context of migration and asylum</i></p>
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>