



**UNITED NATIONS CHILDREN'S FUND
JPO Request Form
CHILD PROTECTION OFFICER (P2)**



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:

- ✓ Induction briefing
- ✓ Mentoring from a senior national or international staff
- ✓ Inclusion in office, regional and global capacitation plan
- ✓ Particular attention will be paid to staff well-being with training on stress management and support systems

Career Prospects: Experiences gained through this programme will enhance critical skills that will make the colleague more competitive in landing career prospects. The Office has a strong child protection team with a large portfolio with extensive policy and technical expertise provided to the Government. Working in a HIC Office, the colleague will be actively involved in strategic and systemic interventions with close collaboration and implementation of Romania's EU Child Guarantee programming. Furthermore, the Office's transition from an UMIC to HIC Office will provide insights to UNICEF's developing HIC agenda and will emphasize practical experience in building systemic protection responses. The Office's on-going response to the Ukraine crisis will also provide the colleague with exposure to emergency initiatives within a HIC agenda, implementing programming in the humanitarian-development "nexus."

Romania has a specific context: being a high-income country, with limited institutional donors, and belonging to the European Union with direct capacity to fundraise locally with private sector and the general public. Exposed to emergencies, such as the recent war in Ukraine, the government systems have been stretched and challenged, increasing the number of vulnerable families and children. While benefitting from a social service system developed to meet EU criteria, from education to health, from housing to public transportation, the country demonstrates however major inequities and inequalities, structural systemic limitations in its social public services and a need to revisit social norms. Two consecutive crises, the COVID-19 pandemic and the Ukrainian refugee crisis demonstrated the fragility of the social services system and need for strengthening it including through work at decentralized levels. Additional expertise is needed to address Romania's agenda as a HIC in addressing equity gaps and disparities in many areas of work, including in child protection,

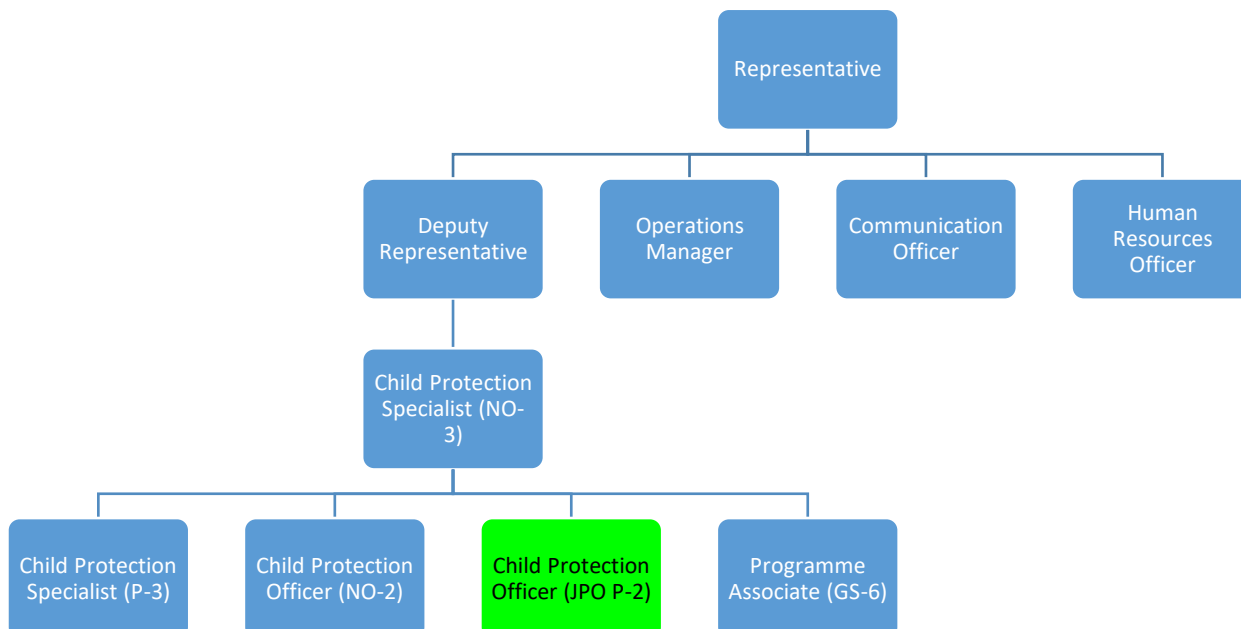
Supervisor's experience in coaching and development of young professionals:

The Office has had several HR growth and development areas with the crisis in Ukraine and the transitioning process to an HIC Office. In this process, strong effort was put on hiring young professionals, including UNVs, who were coached and capacitated to reinforce their capacity to provide a rapid yet structural response. The supervisor, in charge of the child protection programme, has solid experience in training and coaching staff under her direct supervision but also staff under indirect supervision when positioned sectoral areas.

Information and living condition of Duty station:	
General Information	<i>Bucharest is the capital of Romania, a high-income country of 19 million inhabitants belonging to the European Union. Romania, strategically located between Bulgaria, Hungary, Moldova and Ukraine plays a capacitation cross-border role, expending its capacity to other countries. While benefitting from a social service system developed to meet EU criteria, from education to health, from housing to public transportation, the country demonstrates however major inequities and inequalities, structural systemic limitations in its social public services and a need to revisit social norms. Two consecutive crises, the COVID-19 pandemic and the Ukrainian refugee crisis demonstrated the fragility of the social services system and need for strengthening it including through work at decentralized levels. Lessons learned from the response can guide UNICEF in future emergency and structural response.</i>
Security	<i>Security is not a concern in Romania, including in rural and border areas, and it is catalogued level 01. A security officer in Serbia oversees the situation. Bucharest is a particularly safe place, with attention to be paid only on road traffic.</i>
Housing	<i>Different types of short-term (e.g., hotel, pension, Airbnb) and long-term accommodation exists in Bucharest, from old style houses to luxury building apartments. Individual housing is possible in suburbs well connected by public transportation or services such as uber.</i>

Schools & Childcare	Most children from international staff do attend international schools with a large offer including French, British, American, German, and even Italian and Turkish schools. The offer also exists for tertiary level such as the Romanian-American university, while some town in countries specialize in medical or dental studies (Iasi, Cluj) as well as in IT related specialization.
Work for spouses & partners	There is a strong civil society sector, however, Romania suffers from a massive brain drain and therefore can offer employment in the private sector. Romania is one of the European leaders in distance working (web-services). The dense network of international schools is regularly looking for part-time teachers and, while Romanian language mastering is often preferred, it is not mandatory in many areas (e.g., high tech, commercial, teaching). Opportunities to create a business or to perform as an independent contractor are easier for European citizens but can also be explored by others. The banking system is solid and relies on innovations such as Revolut.

Reporting line of the JPO



UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

I. Post Information

Job Title: **Child Protection Officer (JPO, P2)**
 Supervisor Title/ Level: **Child Protection Specialist**
 Organizational Unit: **Child Protection**
 Post Location: **Bucharest Country office**

Job Level: **Level 2**
 Job Profile No.:
 CCOG Code: **1A10**
 Functional Code: **FRA**
 Job Classification Level: **Level 2**

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.

Job organizational context:

Romania has a resident population of 19 million (National Institute of Statistics (NIS), 2023), 3.74 million of whom are children. Despite notable progress achieved across social sectors over the years, important child rights challenges, deprivations and inequities remain. Over 49 per cent of children live in rural areas, with lower living standards and more precarious access to quality social services compared to the urban population.

The child protection in Romania's systems still faces difficulties despite the progresses registered. While the number of children in the social protection system continued to decrease to 38,337 children (National Authority for the Protection of Children's Rights and Adoption, 31 December 2023), slightly over one quarter still living in residential care and others are placed in alternative care arrangements. New entries in the system continue to be high at almost 4,000 yearly. Romania accounts for almost 65,000 children left behind by parents working (declared by parents to the authorities), but the real figure is estimated to be much higher. 82,398 children are registered living with a disability, yet the real number is believed to be far higher, many children with a disability remaining invisible and out of reach of vital services, facing increased vulnerabilities and discrimination.

While national policies and legal frameworks are aligned with international and European standards, including with a comprehensive National Strategy on Child Rights and a solid National Action Plan for the Child Guarantee, their impact in children's outcomes is yet awaited. Consequently, statistics above are still showing Romania lagging behind in most of the European list of socio-economic indicators, raking first in children at risk or social exclusion with 30%. The effective and efficient implementation of these national policies at local level requires innovative modalities to provide technical assistance at municipal level while strengthening the capacity to monitor and reiterate policies and processes at national level.

This JPO position will strengthen the Office's child protection capacity to co-work with both national and local level authorities including involving children, and implement various strategies such as modelling, convening and developing innovative partnerships, leveraging resources, etc., at scale. Moreover, knowledge management and new opportunities for horizontal cooperation and exchange will be also enhanced.

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

- Support the process of localization of the Child Guarantee in Romania by assisting in development of concept notes, terms of reference, development of a theory of change for the modelling exercise, monitoring and evaluation framework, programmatic visit and documenting results
- Assist in implementation of key priorities in strengthening the social services workforce and reducing inequity gaps in the access and quality of social services in the country
- Support transitioning from the emergency response to a medium- and long-term social inclusion assistance to the refugee children and their families.

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

Summary of key functions/accountabilities:

1. Support to child protection programme development and planning
2. Programme management, monitoring and delivery of results
3. Technical and operational support to programme implementation
4. Networking and partnership building
5. Innovation, knowledge management and capacity building

1. Support to programme development and planning

- Conduct and update the situation analysis for the development, design and management of child protection related programmes/projects. Research and report on development trends (e.g. economic, social, health) and data for use in programme development, management, monitoring, evaluation and delivery of results.
- Contribute to the development and establishment of sectoral programme goals, objectives, strategies, and results-based planning through research, analysis and reporting of child protection and other related information for development planning and priority and goal setting.
- Provide technical and operational support throughout all stages of programming processes by executing and administering a variety of technical, programme, operational, and administrative transactions, preparing related materials and documentations, and complying with organizational processes and management systems, to support programme planning, results-based planning (RBM) and monitoring and evaluating of results.
- Prepare required programme documentations, materials and data to facilitate the programme review and approval process.

2. Programme management, monitoring and delivery of results

- Work closely and collaboratively with colleagues and partners to discuss implementation issues, provide solutions, recommendations and/or to alert appropriate officials and stakeholders for higher-level interventions and/or decisions. Keep records of reports and assessments for easy reference and/or to capture and institutionalize lessons learned.
- Participate in monitoring and evaluation exercises, programme reviews and annual sectoral reviews with government and other counterparts to assess programmes/projects, and to report on required action/interventions at the higher level of programme management.
- Monitor and report on the use of sectoral programme resources (financial, administrative and other assets), verifying compliance with approved allocations, organizational rules, regulations, procedures and donor commitments, standards of accountability and integrity. Report on critical issues and findings to ensure timely resolution by management and stakeholders. Follow up on unresolved issues to ensure resolution.

Prepare regular and mandated sectoral programme/project reports for management, donors and partners to keep them informed of programme progress.

3. Technical and operational support to programme implementation

- Conduct regular programme field visits and surveys and exchange information with partners/stakeholders to assess progress and provide technical support. Take appropriate action to resolve issues and/or refer to relevant officials for resolution. Report on critical issues, bottlenecks and potential problems for timely action to achieve results.
- Provide technical and operational support to government counterparts, NGO partners, UN system partners and other country office partners/donors on the application and understanding of UNICEF policies, strategies, processes and best practices in child protection, to support programme implementation.

4. Networking and partnership building

- Build and sustain close working partnerships with government counterparts and national stakeholders through active sharing of information and knowledge to facilitate programme implementation and build capacity of stakeholders to achieve and sustain results on child protection.
- Participate in inter-agency meetings/events on programming to collaborate with inter-agency partners/colleagues on UNDAF operational planning and preparation of child protection programmes/projects, and to integrate and harmonize UNICEF's position and strategies with UNDAF development and planning processes.
- Research information on potential donors and prepare resource mobilization materials and briefs for fund raising and partnership development purposes. Support the Section Chief in cultivating relationships with donors and development partners.
- Draft communication and information materials for CO programme advocacy to promote awareness, establish partnership/alliances and support fund raising for child protection programmes.

5. Innovation, knowledge management and capacity building

- Identify, capture, synthesize, and share lessons learned for knowledge development and to build the capacity of stakeholders.
- 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.
- Participate as a resource person in capacity building initiatives to enhance the competencies of clients and stakeholders.

IV. Impact of Results

The efficiency and efficacy of support provided by the Child Protection Officer to programme preparation, planning and 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 country.

V. Competencies and level of proficiency required

<p><u>Core Values attributes</u></p> <ul style="list-style-type: none"> • Care • Respect • Integrity • Trust • Accountability <p><u>Core competencies skills</u> (without supervisory role)</p> <ul style="list-style-type: none"> • 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) 	<p><u>Functional Competencies</u></p> <ul style="list-style-type: none"> • Persuading and influencing (1) • Applying technical expertise (1) • Learning and researching (2) • Planning and organizing (2)
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VI. Recruitment Qualifications	
Education:	A university 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>A minimum of two years of professional experience in social development planning and management in child protection related areas is required.</p> <p>Experience working in a EU country is considered as an asset, as well as familiarity with EU policy, programs and financial mechanisms.</p> <p>Relevant experience in programme development in child protection related areas in a UN system agency or organization is considered as an asset.</p> <p>Experience in both development and humanitarian contexts is an added advantage.</p>
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.