



UNITED NATIONS CHILDREN'S FUND JPO Request Form



Training and Learning Plan

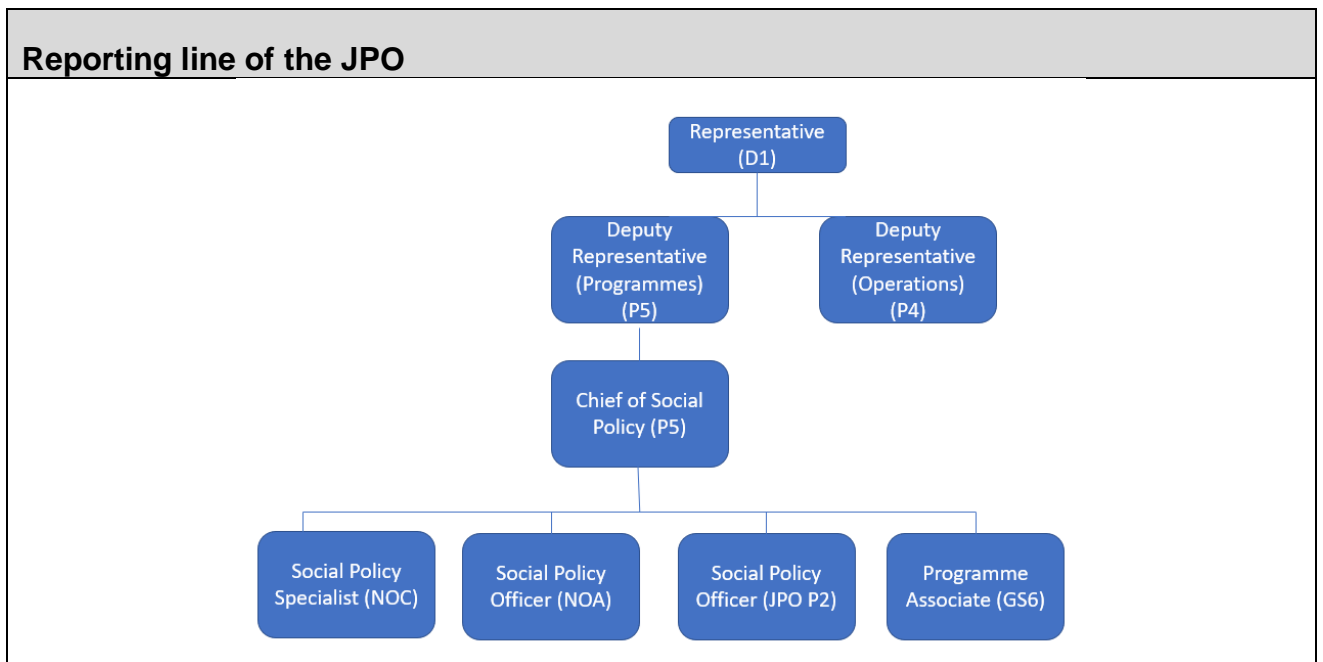
- ✓ Participation in a one-week JPO Induction Programme in New York;
- ✓ Guidance and advice in relation to training opportunities within the field of expertise;
- ✓ Use of yearly JPO training funds for internal/external training opportunities;
- ✓ Participation in the Mentoring, Coaching, and Career 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:

- ✓ Access to and guidance with Curated Learning Social Policy content: UNICEF social policy has mapped relevant learning and development provision, which predominantly targets enhancement of technical skills in the four areas of Social protection and Humanitarian Cash Transfers; Child poverty; Public finance management, and Local governance and Urban + Policy analysis. The majority of this L&D provision is developed externally, by other UN and international organizations, sometimes with UNICEF's collaboration.
- ✓ Global and regional webinars: The global webinars are delivered on demand and based on a learning needs assessment carried out by the respective social policy subject matter expert, who typically also delivers the webinar with or without the involvement of additional internal or external subject matter experts. The regional webinars are used as a vehicle for technical upskilling on themes of common, regional interest.
- ✓ Guidance and tools: Outside of instruction-type learning activities, there is a significant volume of corporate guidance and tools produced.

The JPO will further benefit from the supervision on an extremely capable Chief of Section, with over 14 years of experience and advanced degree and certificates on key relevant areas of social policy and leadership and management from renowned institutions such as Harvard University, INSEAD, ITC-ILO. The Chief of Social Policy has a great supervisory record, experience on and is a champion of supporting growth and development of young professionals. UNICEF Angola would like to benefit from this JPO opportunity to move forward an ambitious agenda that can open the door for funding and the possibility of creation of a post at P3 level.

Information and living condition of Duty station: [For Filed Office locations only]	
General Information	<p>Luanda is the capital and largest city in Angola, divided into 10 municipalities: Ingombota, Maianga, Sambizanga, Samba, Rangel, Cazenga, Cacuaco, Viana, Kilamba Kiaxi, as well as the municipality of Belas (periphery). The Government of Angola, mainly relying on revenues from oil, diamond and other natural resources, is investing heavily in infrastructure in and around Luanda. Luanda has quite a number of oil companies based here.</p> <p>Luanda has a micro-climate with rainfall substantially lower than that of the surrounding areas. Temperatures range from 25-35°C during the rainy season, which lasts from November to May. Humidity is high and it can get uncomfortably hot. In the cooler season, from mid-May to September, average temperatures range from 18-22°C.</p>
Security	<p>Luanda is classified as B Duty Station, which means that it is generally safe, but one needs to remain cautious. The most common security challenges to expatriates include robberies, pickpocketing, and theft from vehicles.</p>
Housing	<p>Different types of long-term accommodation are available in Luanda: standalone houses, houses in gated compounds, apartments. These could be furnished and/or fully serviced, or unfurnished. Advertisements of rental opportunities can be found via link: https://www.angocasa.com/.</p>
Schools & Childcare	<p>Most of international staff's children attend international schools with an academic system that is recognized abroad. Main international schools include Luanda International School, L'Ecole Francaise, English School Community of Luanda, Portuguese School and Elf Creche (day-care centre). It is advisable to ask your embassy in Luanda which schools your compatriots prefer for their kids.</p>
Work for spouses & partners	<p>Work opportunities for spouses/partners are limited. However, if hired by any organisation, a work permit must be applied for through the same hiring organisation.</p>





UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

I. Post Information

Job Title: **Social Policy Officer (Social Protection)**
Supervisor Title/ Level: **Chief of Social Policy, P5, IMIS #**
Organizational Unit: **Social Policy**
Post Location: **UNICEF Angola (Luanda)**

Job Level: **Level 2**
Job Profile No.:
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.

Strategic office context:

The Social Policy Section at UNICEF Angola is seeking donor support for the funding of a JPO position for 2024-2025 (and possibly 2025-2026) that will provide critical support for the implementation of an ambitious agenda on child poverty and well-being measurement, strengthening a nascent social protection system, and ensuring more and better investment in children. The JPO will support the Social Policy Section's ability to ensure the technical excellence and quality of programmatic work on the different pillars of social policy work, with an emphasis on investment on social protection and other key social services. This is an exciting area of work that supports results across the several dimensions on child well-being and across multiple sectors. The opportunity to cause real and lasting impact is high given the timing in the development of the social protection system. UNICEF Angola's Country Programme 2024-2028 has a significant focus on 'upstream' work, ensuring the necessary evidence is generated to inform the technical assistance we provide to the Government of Angola and to fuel the advocacy work with all relevant stakeholders to ensure effective, efficient and equitable investment in social services that promote the realization of children's rights. UNICEF Angola, through its Social Policy Section, has played catalytic roles in the country on child poverty measurement—supporting the first ever measurement of child poverty by the National Statistics Office; on social protection—piloting two key approaches to social protection, including the municipalization of social protection and the first cash transfers in the country; and on Public Financial Management for Children, being recognized as a key player on budget analyses and advocacy. The JPO will thus be key in ensuring sustainable impact, in particular contributing to the strengthening of the non-contributory component of the social protection system in the country, working to ensure the system is responsive to the rights and specific vulnerabilities of children, persons with disabilities and women, and promoting its ability to respond to shocks. Overall, the funding of this position will provide

much-needed support for the country office's strengthened commitment to the elimination of child poverty and ensuring access to social protection, both of which have been recognized as critical priorities of the Agenda 2030.

Purpose for the job:

Under the general supervision and guidance of the Chief of Social Policy, the JPO (Social Policy Officer - Social Protection) engages in social protection dialogue for programme development, advocating for increased and more equitable coverage, public resource allocation and improved linkages between social protection and essential social services to support the UNICEF Angola country office to continue working towards the realization of children's right. Specifically, the JPO will model approaches, conduct analyses, help adapt or design new programmes where possible, and advocate for child-sensitive, gender-transformative, disability-inclusive and shock-responsive social protection programmes and systems.

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

1. Improving data on child poverty & vulnerability for increased use for social protection policy and programme action
2. Strengthening social protection coverage and impact for children
3. Improving use of public financial resources for children
4. Strengthened advocacy and partnerships for child-sensitive, gender-transformative, inclusive and shock-responsive social protection
5. UNICEF Programme Management

1. Improving data on child poverty & vulnerability for increased use for social protection policy and programme action

- Supports the collection, analysis and user-friendly presentation of data on multidimensional and monetary child poverty, including strengthening national capacity to collect routinely, report and use data for policy decision-making, in particular for coverage of social protection services.
- Provides timely, regular data-driven analysis for effective prioritization, planning, and development; facilitates results-based management for planning, adjusting, and scaling-up specific social protection initiatives to reduce child poverty.
- Analyzes the macroeconomic context and its impact on social development, emerging issues and social policy concerns, as well as implications for children, and proposes and promotes appropriate responses in respect of such issues and concerns, including government resource allocation policies and the effect of social protection policies on the rights of children

2. Strengthening social protection coverage and impact for children

- Supports the development of social protection policies, legislation and programmes with attention to increasing coverage of and impact on children, with special attention the most marginalized. Identifies, generates and presents evidence to support this goal in collaboration with partners.
- Supports strengthening of integrated social protection systems, providing technical support to partners to improve the design of cash transfers and child grants and improve linkages with other social protection interventions such as health insurance, public works and social care services as well as complementary services and intervention related to nutrition, health, education, water and sanitation, child protection and HIV.
- Supports improved monitoring and research around social protection impact on child outcomes, and use of data and research findings for strengthening programme results.
- Engages with the several social protection development and government partners to support improved coordination mechanisms and the strengthening of management information systems.

3. Improving use of public financial resources for children

- Supports budget analyses to inform UNICEF's advocacy and technical assistance to Ministries of Finance, planning commissions and social sector ministries to improve equitable allocations for essential services for children, with a focus on social protection investment. Works with sector colleagues to build capacity to undertake costing and cost effectiveness analysis on priority social protection interventions to help inform policy decisions on child-focused investments.
- Supports the identification of policy options for improved domestic financing of child-sensitive social protection interventions.
- Undertakes and builds capacity of partners for improved monitoring and tracking of public expenditure to support transparency, accountability and effective financial flows for essential social protection service delivery, including through support to subnational level planning, budgeting and public financial management as relevant, as well as facilitating community participation

4. Strengthened advocacy and partnerships for child-sensitive, gender-transformative, inclusive and shock-responsive social protection

- Supports correct and compelling use of data and evidence on the situation of children and coverage and impact of child focused services, particularly social protection – in support of the social policy programme and the country programme overall.
- Establishes effective partnerships with the Government, bilateral and multilateral donors, NGOs, civil society and local leaders, the private sector, and other UN agencies to support sustained and proactive commitment to the Convention of the Rights of the Child and to achieve global UN agendas such as the Sustainable Development Goals.
- Identifies other critical partners, promotes awareness and builds capacity of partners, and actively facilitates effective collaboration within the UN family on social protection.

5. UNICEF Programme Management

- Helps manage and coordinate technical support around child poverty, social protection, public finance and governance ensuring it is well planned, monitored, and implemented in a timely fashion so as to adequately support scale-up and delivery. Ensures risk analysis and risk mitigation are embedded into overall management of the support, in close consultation with UNICEF programme sections, Cooperating Partners, and governments.
- Supports and contributes to effective and efficient planning, management, coordination, monitoring and evaluation of the country programme. Ensures that the social planning project enhances policy dialogue, planning, supervision, technical advice, management, training, research and support; and that the monitoring and evaluation component strengthens monitoring and evaluation of the social sectors and provides support to sectoral and decentralized information systems.

IV. Impact of Results

The opportunity for a JPO Social Policy Officer (Social Protection) to cause real and lasting impact is high given the timing in the development of the social protection system in Angola. There is much excitement and at the same time many challenges about the vision and practical implementation of a social protection system in the country, with UNICEF being a key player. The effective direction and technical assistance in the area of social protection is a key implementation strategy to the country office's programme and contribution towards the results under Goal Area 5 of UNICEF's strategic plan and also contributes to results in other areas (health, education, water and sanitation, nutrition). Effective advocacy for child-sensitive, gender-transformative, inclusive and shock-responsive social protection will increase the credibility of UNICEF Angola's programming and partnerships for children's rights at all levels and will provide an excellent learning and growth opportunity for a young professional.

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

- Analyzing (2)
- Applying Technical Expertise (2)
- Learning & Researching (2)
- Planning & Organizing (2)

VI. Recruitment Qualifications

Education:

A university degree in one of the following fields is required: Economics, Public Policy, Social Sciences, International Relations, Political Science, or another relevant technical field.

Experience:

A minimum of two years of relevant professional experience is required.

Experience working in a developing country is considered as a strong asset.

Background and/or familiarity with emergency is considered as a strong asset.

Language Requirements:

Fluency in English is required. Knowledge of another official UN language or local language of the duty station (Portuguese) is considered as an asset.