



**UNITED NATIONS CHILDREN'S FUND**  
**JPO Request Form**  
**UNICEF ANGOLA Country Office**  
**Social and Behaviour Change Officer**



*Image 1: Angolan child's rights protected in Angola*

**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

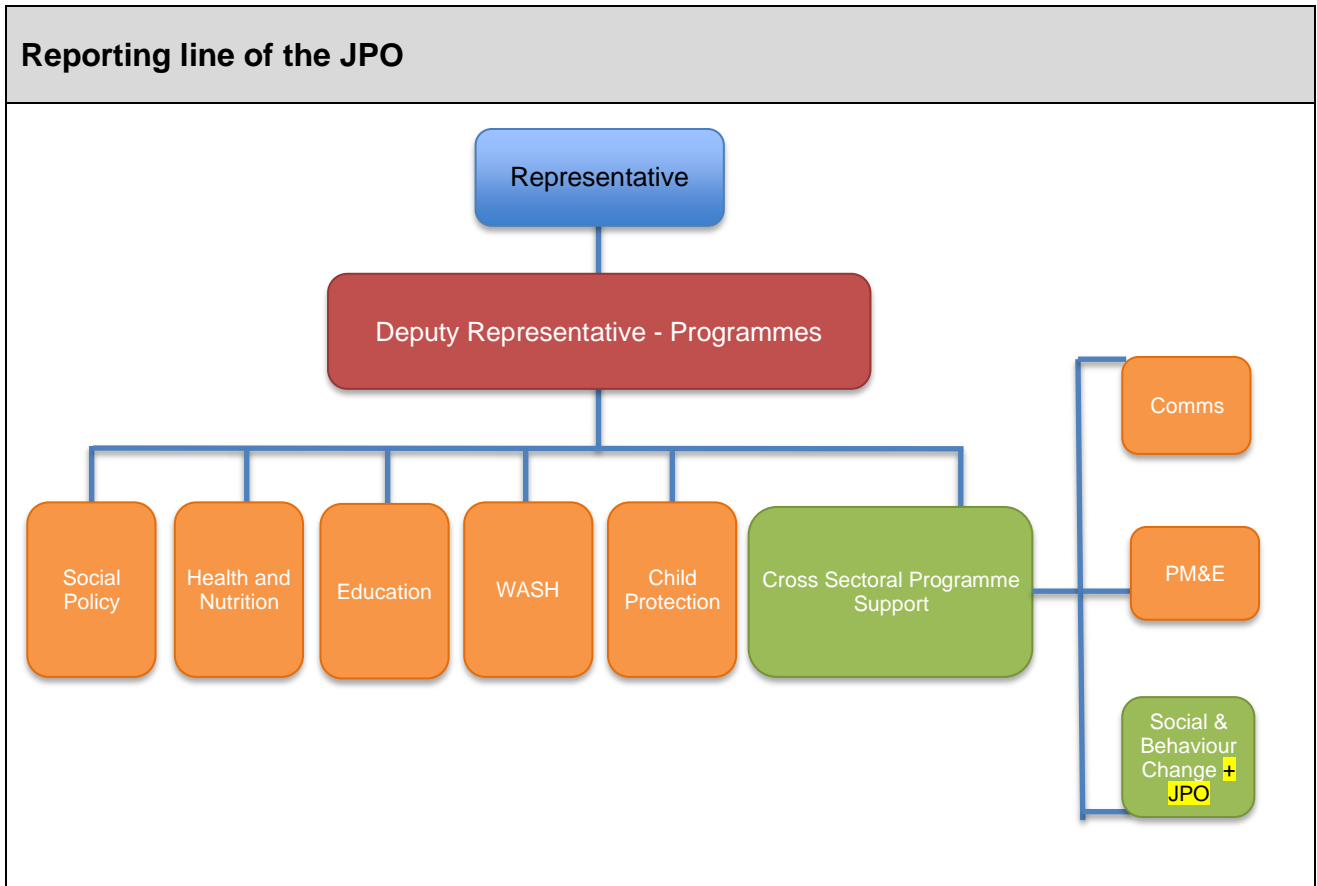
In addition, the JPO will benefit from the following specific learning opportunities and experience in the receiving office:


- ✓ Experience in a Portuguese speaking African country where strong community traditions and social norms co-exist with huge urban development and a remarkable urban lifestyle, challenging the implementation of behaviour change models
- ✓ Real opportunity to lead projects from start to the end during the term (learning by doing, under supervision), as the new Country Program (CPD) will focus on implementing the new SBC Global UNICEF Guidance
- ✓ Improving skills of advocacy at the upstream level, negotiation, and approval of proposal by working with partners from the governmental authorities at national, regional and local levels.
- ✓ Improving skills on community engagement in challenging environments and emergency contexts at the community level by working directly with traditional leaders (such as the Angolan Sobas and midwives) and local communities organizations (faith-based organizations, community groups, civil society organizations and so on).

- ✓ Improving the SBC skills by implementing projects in rural and urban contexts to promote behaviour changes that can effectively save lives, particularly the ones related to evidence generation, immunization, nutrition, and WASH
- ✓ Experience in a young country where projects focused on youth are raising the profile on relevant issues for this population, such as innovation and digital access (U-Report has been implemented for 3 years), prevention on early pregnancy and combating sexual abuse and violence, youth participation.
- ✓ Experience in a country where climate change is already affected people's lives and contribute to propose solutions at the community level to generate evidence, raise awareness and engage the community to co-design solutions.
- ✓ Extensive network of SBC practitioners and experts in ESAR region, one of the most actives SBC networks within UNICEF globally
- ✓ Learning from the supervisor's 20 years of experience in implementing diverse SBC projects in three continents (Latin America, Central Asia and Africa), particularly projects related to youth, such as implementation of U-Report report; project focused on preventing HIV and dating app; social media project on Instagram co-designed with young activists to combating sexual harassment; as well coordination of research and professional projects of young students in the university, teaching in the university for graduate students. Some highlights: experience in immunization campaigns, justice for children campaign, trainings for health professionals, interpersonal communication, human Centre-design, community engagement, social norms, evidence generation for qualitative studies.
- ✓ Short-term stretch assignment to another country/ field office, if opportunity arises.
- ✓ Trainings on Agora platform to qualify the performance on Social and Behaviour Change and Social Norms, Behavioural Insights, Emergency, Gender Equality

<b>Information and living condition of Duty station: [Luanda, Angola]</b>	
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: <a href="https://www.angocasa.com/">https://www.angocasa.com/</a>.</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	Work opportunities for spouses/partners are limited. However, if hired by any organization, a work permit must be applied for through the same hiring organisation.
-----------------------------	---





**UNITED NATIONS CHILDREN'S FUND**

**JOB PROFILE**

<b>I. Post Information</b>	
Job Title: <b>Junior Programme Officer (JPO) – Social and Behaviour Change Officer</b> Supervisor Title/ Level: <b>SBC Specialist, P3,</b> Organizational Unit: <b>Programme</b> Post Location: <b>UNICEF Angola Country Office</b>	Job Level: <b>P2</b> Job Profile No.: CCOG Code: Functional Code: Job Classification Level: <b>P2</b>

## II. Organizational 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 and country context:**

UNICEF Angola (ACO) is operating in a middle-income country unequal context. The ACO cooperates with government organizations, as well as with civil society organizations, international organizations, the private sector and the media. The overall vision of the current CPD is for all boys and girls in Angola, including the most vulnerable and disadvantaged, to realise their rights and have equal opportunity to survive and thrive in a safe, protective, and nurturing environment. Our goal is to support the efforts of Angola to promote and protect the rights of all children and to give all children equal opportunities to reach their full potential. UNICEF's work in Angola focuses on social inclusion of the most marginalized children and adolescents – those who are being left behind - by strong overall progress on child well-being. To achieve our vision and goal, UNICEF's work in Angola focuses on programming components of social policy, health & nutrition, education, child protection, and WASH.

### **Social and Behaviour Change (SBC) in Angola**

Social and Behaviour Change (SBC) is an approach and strategy to instill positive and protective practices for children, which we refer to as 'behaviour change.' For example, we would like children to complete routine immunization; eat healthy and balanced food; receive quality education; have access to clean water and toilet; and live in an environment that fosters children's uninterrupted growth.

However, various factors shape the ways people shape and navigate choice. These factors may be psychological, like the knowledge and belief; they may be social, like the norms; and they may be structural, like public structure, security and institutions.

SBC works across these factors to empower the individuals and communities, and lower structural barriers that hinder people from adopting positive practices and societies from becoming more equitable, inclusive, cohesive and peaceful. With the participation of community members, SBC builds evidence and identify bottlenecks, plans and implements actions, monitors and evaluates positive and measurable changes in individuals and the society, while advocating to the decision makers to create an enabling environment. (Find more information at <https://www.unicef.org/social-and-behaviour-change> and <https://www.sbcguidance.org/>).

In ACO's new Country Programme Document (CPD) 2024-2028, social and behaviour change (SBC) has been identified as a key cross-sectoral change strategy and approach to ensure that children, families and communities are empowered with the knowledge, positive attitudes, skills and values to practice healthy, caring and protective behaviours. It is part of the cross-sectoral programme support cluster which comprise a team of specialists that work across all programme components providing technical expertise and support to advance programme outputs / outcomes and results for children. The multi-disciplinary cross-sectoral programme support cluster includes gender integration, disability inclusion, innovation and digital transformation, and private sector engagement and partnerships.

SBC in the Angola Country office adopts an upstream focus, working closely with the government and partners to build institutional SBC capacity, strengthen existing systems, and advise national policy and interventions with a behavioural lens; aiming positive changes for the most marginalized communities, increase demand for services, promote adoption of positive behaviours, and abandonment of harmful attitudes, practices and norms, such as zero dose (children that live their first years of life without any vaccine due to different reasons).

**Purpose for the job** *(Please outline the overall responsibility of this position)*

Under the supervision and technical guidance of the Social and Behaviour Change Specialist and Social and Behaviour Change officer, and in close cooperation with the multi-disciplinary cross sector programme support cluster under the guidance of the Deputy Representative (Programmes), the Junior Programme Officer (JPO) – Social & Behaviour Change will provide ongoing technical and operational support to strengthen the incorporation of SBC approaches and programming across all programmatic priorities, particularly in Nutrition, and Immunization. He/She will support the design, implementation, monitoring and/or evaluation of a variety of SBC initiatives and activities to strengthen SBC capacity in existing systems and promote community engagement and participation, and measurable behavioural and social change/mobilization, requiring the application of technical and theoretical skills and thorough knowledge of organizational goals, rules, regulations, policies and procedures to complete tasks.

**III. Key functions, accountabilities and related duties/tasks** *(Please outline the key accountabilities for this position and underneath each accountability, the duties that describe how they are delivered. Please limit to four to seven accountabilities)*

**Summary of key functions/accountabilities:**

- 1. Support the generation and use of research, data, and evidence to inform the design and evaluation of SBC programmes and outcomes**
- 2. Support the strategic design, management, planning, monitoring and implementation of SBC programmes and activities to deliver programmatic results**
- 3. Support SBC capacity building of UNICEF staff and partners, and knowledge management**
- 4. Advocacy, networking and partnership building**

- 1. Support the generation and use of research, data, and evidence to inform the design and evaluation of SBC programmes and outcomes**
  - a. Participate in conducting comprehensive SBC research of social, communication, cultural, economic, and political issues in the country. Collect and synthesize qualitative and quantitative information and data to support the establishment of comprehensive and evidence-based information for developing and planning the SBC component of the Country Programme.
  - b. Collect, 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.
  - c. Assess, select and/or recommend appropriate information and materials for SBC initiatives verifying accuracy and quality for dissemination.
  - d. Monitor and assess the impact of SBC strategies and activities on ACO and UNICEF goals to achieve measureable behavioral and social change resulting in the improvement of children's rights and wellbeing. Submit qualitative report/synthesis of results for development planning and improvement.
- 2. Support the strategic design, management, planning, monitoring and implementation of SBC programmes and activities to deliver programmatic results**

- a. In collaboration/consultation with UNICEF SBC specialist and SBC Officer, relevant government officers, and other UN/NGO partners, contribute to technical and administrative support for the development, implementation and monitoring of evidence-based SBC strategies and activities, in line with global standards and UNICEF priorities and approaches
- b. In collaboration/consultation with UNICEF sectoral and cross-sectoral colleagues and implementing partners, select appropriate SBC activities and platforms for engagement, ensuring quality and integration of the latest evidence.
- c. Test and monitor the production of SBC messages and materials to ensure technical quality, consistency and relevancy of communications materials that are developed, produced and disseminated to target audience (e.g. individuals, communities, government officials, partners, media etc).
- d. Assess and recommend potential contacts, networks, resources and tools to support maximum impact and outreach of SBC initiatives.
- e. Provide technical, administrative and logistical support to carry out SBC interventions, events and activities. Coordinate across multiple stakeholders and mobilize resources to ensure meaningful community engagement and participation, and maximum outreach and impact on behavioural and social change.

**3. Support SBC capacity building of UNICEF staff and partners, and knowledge management**

- a. Institutionalize/share best practices and knowledge learned/products with global/local partners and stakeholders to build capacity of practitioners/users and disseminate products to key audiences including partners and donors.
- b. Support the organization, administration and implementation of capacity building initiatives, including partnerships with training and academic institutions, to enhance the competencies of clients/stakeholders/partners across programme sectors in SBC planning, implementation and evaluation in support of programmes/projects. Develop training materials for training activities, and revise and update them as necessary.

**4. Advocacy, networking and partnership building**

- a. Build and maintain partnerships through networking and proactive collaboration with governments, academia, national and international civil society organisations, community groups, leaders and other critical partners to reinforce cooperation through engagement, empowerment and self-determination and to pursue opportunities for greater advocacy to promote UNICEF mission and goals for child rights, social equity and inclusiveness.
- b. Collaborate with internal global/regional communication partners to harmonize, link and/or coordinate messaging to enhance SBC outreach and contribution to programmatic outcomes

**IV. Impact of Results** *(Please briefly outline how the efficiency and efficacy of the incumbent impacts its office/division and how this in turn improves UNICEF's capacity in achieving its goals)*

The efficient and effective technical, administrative and operational support provided to the development and implementation of SBC initiatives and products directly impact on the ability of UNICEF to promote sustainable social, political and economic action and changes in behaviours, social attitudes, beliefs and actions by communities, individuals and societies 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



**V. Competencies and level of proficiency required (please base on UNICEF Competency Profiles)**

**Core Values**

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

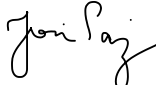
**Core competencies skills**

- 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)

**VI. Recruitment Qualifications**

Education:	A university degree in one of the following fields is required: social and behavioral science, sociology, anthropology, psychology, education, communication, public relations or another relevant technical field.
Experience:	<ul style="list-style-type: none"><li>▪ A minimum of one year of professional experience is required, preferably in one or more of the following areas: SBC, communication for development, public advocacy, community engagement or another related area.</li><li>▪ Relevant experience in a UN system agency or organization is considered as an asset.</li><li>▪ Experience in working in a programming country is considered as an asset.</li></ul>
Language Requirements:	<ul style="list-style-type: none"><li>▪ Fluency in English is required.</li><li>▪ Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language (such as Portuguese) is an asset.</li></ul>

**VII. Signatures- Job Description Certification**

		
Name: Josi Paz	Signature	Date 30/09/2023
Title: SBC Specialist		
Name:	Signature	Date
Title:		