



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:

- ✓ Supported by Zimbabwe County Office's operational systems including HR and Peer Support Volunteers (PSV) to ensure mentorship to unlock his/her full potential regarding personal development.
- ✓ The supervisor's extensive experience in child protection and in team management will translate into strong coaching and development skills for young professionals.

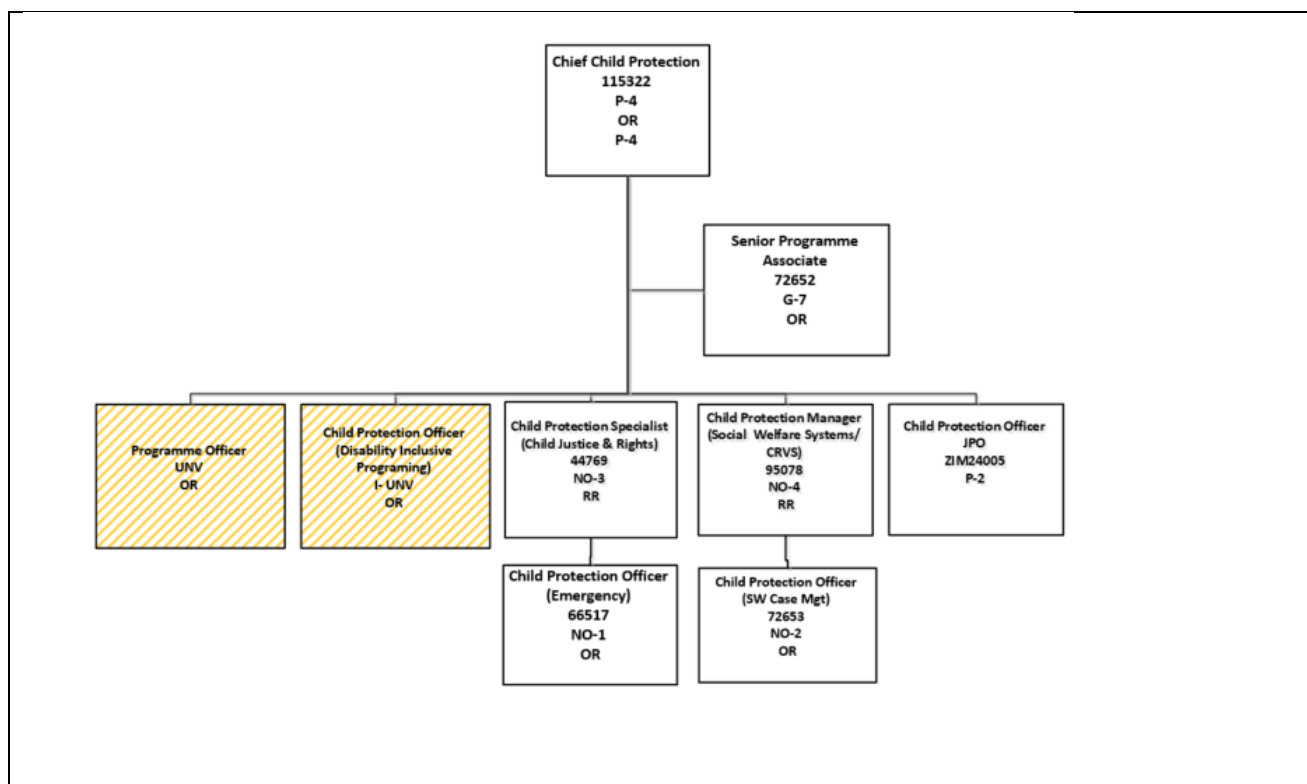
Career prospects and potential for retention:

First of all the JPO will be coach by his supervisor throughout the assignment. In addition, special resources are available within the UNICEF system already for career preparation. In addition, JPOs have access to professional career counsellors who work closely with them during the career transition phase. The services provided by these counsellors include - career advice, coaching and guidance on developing strong applications and CVs and preparing for interviews

Information and living condition of Duty station: [For Filed Office locations only]	
General Information	<p>Harare, the capital of Zimbabwe, is a significant urban center serving as the nation's governmental, industrial, and commercial hub. The city, with a population exceeding one million, is characterized by its cosmopolitan atmosphere and diverse cultural heritage. Harare's strategic location provides convenient air access to neighboring countries and international destinations.</p> <p>Zimbabwe is known for its favorable climate and abundant natural resources. Harare is home to numerous parks and gardens, reflecting the country's lush vegetation. The iconic Victoria Falls, a UNESCO World Heritage Site, is in the northwestern region of the country. Zimbabwe offers visitors a variety of natural attractions, including national parks and game reserves, where they can observe diverse wildlife.</p>
Security	<p>The security situation in Harare is generally assessed as low risk (Level 2) according to the UN security management system. While there are no significant threats to UN operations, individuals should exercise caution, as petty crimes such as robberies, house break-ins, and vehicle thefts are increasing concerns.</p>
Housing	<p>Regarding housing, a variety of long-term accommodation options are available in Harare. Rental prices and availability vary based on property size and location. It is recommended to consult with the UNDSS Security Advisor for guidance on suitable areas. When considering properties, ensure they have reliable water sources, such as a borehole and water tank, and a backup power supply like solar energy, as electricity outages can occur.</p> <p>Online classifieds websites and reputable real estate agencies can assist with house rental searches. A list of recommended resources will be provided in the Welcome Pack for new staff. Depending on individual needs and family size, options include furnished or unfurnished houses, townhouses, or apartments.</p>
Schools & Childcare	<p>Zimbabwe offers a diverse range of educational options for expatriate families. International schools, following curricula like the International Baccalaureate or Cambridge International Examinations, are popular choices for those seeking a globally recognized education. Local schools with English-medium instruction can also provide a valuable learning experience.</p> <p>Additionally, childcare options include daycare centers, au pairs, and nannies. When selecting a school or childcare facility, consider factors such as curriculum, location, fees, safety, and language immersion.</p>
Work for spouses & partners	<p>Zimbabwe offers employment opportunities for spouses and partners of expatriates. International organizations, multinational corporations, and local businesses may have openings in various sectors. Teaching, consulting, and entrepreneurship are also viable options. Networking, utilizing online job boards, and tailoring your resume are essential for successful job hunting.</p>

Reporting line of the JPO [Please insert an org chart that is showing the reporting line of the JPO]

The JPO will be reporting to the Chief of Child Protection. Org chart as below:



UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

I. Post Information

Job Title: JPO/ Child Protection Officer
Supervisor Title/ Level: P5
Organizational Unit: Child Protection
Post Location: Harare, Zimbabwe

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

II. Strategic Office Context and purpose for the job

Strategic office context

Abuse, exploitation and sexual and gender-based violence against children and women are significant problems in Zimbabwe. The country has the highest rate of child physical abuse in East and Southern Africa (76%) and second highest child sexual violence. According to the MICS (2019), 21% of girls 15-18 are in unions/married. Child marriage in Zimbabwe is driven by poverty and fueled by religious beliefs. According to the 2019 MICS, 35% of children as young as 5 up to 17 years are working, with 13% working under hazardous conditions. Children were engaged in economic activities or household chores above the age threshold. Zimbabwe has rising yet low birth registration rates, with less than half of all births (48.7%) being registered. There are notable disparities in birth registration between rural (40%) and urban (69%) areas (Multiple Indicator Cluster Survey, 2019). Unregistered children are almost inevitably the children of the poor and excluded across both rural and urban parts of the country. The declining socio-economic context and worsened by climate change disasters and a weak social protection system have exacerbated unsafe, internal, and cross-border migration in Zimbabwe, with 87 per cent heading particularly to South Africa. In Zimbabwe, children face several access and process challenges when interacting with the justice system. These constraints include weak intra system coordination; limited reach of rehabilitative programmes like pretrial diversion; low prosecution rates, high acquittal rates of sexual violence offences due to limited capacity of justice officials for child statutory cases, limited court preparation of witnesses, and limited capacity of court intermediaries who are supposed to work with children through the court processes, among others.

Despite the challenges affecting the social sectors, the Government of Zimbabwe remains committed to improving the care and protection of vulnerable groups including children, people with disabilities and the elderly as expressed in the National Development Strategy (NDS1 2021-2025).

The Child Protection programme (2022-2026) supports the Government of Zimbabwe's National Development Strategy's (NDS1 2021-2025) vision. The programme is also aligned to the Sustainable Development Goals (SDGs) e.g. SDG Goal 3.4 (Promote mental health and wellbeing), Goal 5.3 (Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation) and Goal 16.2 (end abuse, exploitation, trafficking, and all forms of violence against and torture of children).

The programme is delivered through partnerships with Government social sector Ministries and institutions e.g. Social Welfare, Justice, Local Government and Civil Registration. The Child Protection programme maintains close partnerships with international and national Civil Society Organizations (CSO) partners in the areas of Violence Against Children and Gender-Based-Violence, including CSOs that have expertise in child rights, adolescent participation and social norms and behaviour change.

Child Protection Programme Outline in Zimbabwe (2024-2026)

1. **Strengthening national child protection systems:** Supporting the government in developing and implementing effective child protection systems, such as laws, policies, and institutional frameworks for child protection.
2. **Prevention and respond to child protection areas of concerns:** Providing technical assistance to government agencies and NGOs in preventing and responding to child protection cases and ensuring that children have access to essential services.
3. **Child Protection in Emergency:** Working with government agencies, NGOs, and communities to mitigate the impact of emergencies on children, such as floods and droughts. This includes providing emergency relief, rehabilitation services, and long-term support to affected children and families.

Purpose for the job:

The JPO/Child Protection Officer reports to the Chief of Child Protection. The JPO/Child Protection Officer provides professional technical, operational, and administrative assistance throughout the programming process for child protection programmes/projects within the Country Programme from development planning to delivery of results. H/She assists with the preparation, execution, management, and implementation of a variety of technical and administrative programme tasks to facilitate programme development, implementation, programme progress monitoring, evaluating, and reporting.

Summary of key functions/accountabilities:

- Programme management, monitoring, and delivery of results.
- Technical and operational support to programme implementation.
- Networking and partnership building.
- Innovation, knowledge management and capacity building.

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

1. 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.

2. 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.
- As applicable, contribute to the monitoring and reporting on grave violations against children.

3. 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.
- Draft communication and information materials for CO programme advocacy to promote awareness, establish partnership/alliances and support fund raising for child protection programmes.

4. 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></p> <ul style="list-style-type: none"> • Nurtures, Leads and Manages People (1) • 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) 	<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:	A minimum of two years of professional experience in social development planning, child protection or related areas is required. Relevant experience in a UN system agency or organization is considered as an asset.
Language Requirements:	Fluency in English is required. Knowledge of another official UN language or local language of the duty station is considered as an asset.

VIII.

