



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:

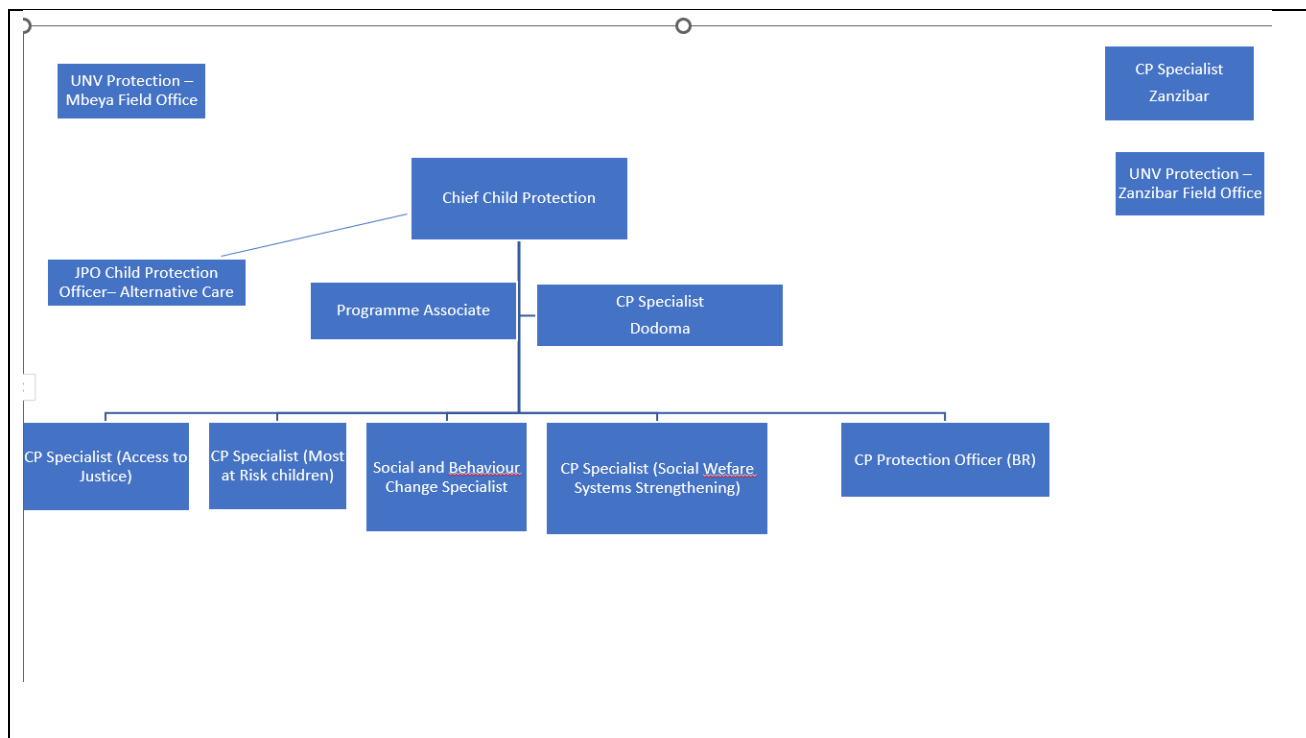
- ✓ Supported by Tanzania County Office's operational systems including HR and Peer Support Volunteers (PSV) to ensure mentorship to unlock his/her full potential regarding personal development.
- ✓ The supervisor's extensive experience in child protection and in team management will translate into strong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

Career prospects and potential for retention:

The JPO will be coached by the supervisor throughout the assignment. Special resources are available within the UNICEF system already for career preparation and development. In addition, the JPO will 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>Dar es Salaam, with a population of 5,383,728, is a former seat of the Government, the largest city in Tanzania, and the center of business and industry, even though the Government headquarters has moved to Dodoma. While most government offices are now in Dodoma, all main UN country offices are based in Dar es Salaam.</p> <p>Zanzibar, with a population of about 1,889,773, including 891,962 children, is a semi-autonomous region of Tanzania. It comprises two main islands, Unguja and Pemba. Zanzibar has its government and President, overseeing local affairs while under the broader framework of the Tanzanian Union Government. Zanzibar is divided into five regions. UNICEF has a field office in Zanzibar and has been working to the strengthen child protection system since 2013.</p>
Security	The security situation in Dar es Salaam is generally assessed as low risk 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.
Housing	<p>Regarding housing, a variety of long-term accommodation options are available in Dar es Salaam. 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	Tanzania 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. 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.
Work for spouses & partners	Tanzania has limited employment opportunities for spouses and partners of expatriates.

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: Dar es Salaam, Tanzania

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

II. Strategic Office Context and purpose for the job

Strategic office context

Child protection in Tanzania is informed and guided by the Law of the Child Act in Mainland and the Children Act in Zanzibar, the National Plans of Action to End Violence Against Women and Children in both Mainland and

Zanzibar, the second Five Year Strategy for Progressive Child Justice Reform 2024/25-2028/29, the national development agenda, and the UN Sustainable Development Cooperation Framework. They are also aligned with UNICEF's Strategic Plan 2022-2025, UNICEF's new Child Protection Strategy 2021-2030, and the UNICEF Gender Action Plan 2022-2025.

As traditional patterns of support from extended family change, children without parental care are becoming more vulnerable. Changing lifestyles and spending patterns make it increasingly difficult for poor families to meet the additional financial costs of another child, particularly without the support of a formal social protection or welfare system. This is contributing to the institutionalization of children who could otherwise stay with their caregivers or benefit from family-based alternative care. Around 15.8 per cent of children under the age of 15 and 17.8 per cent under the age of 18 are not living with their biological parents. Data from 2020 showed that there were around 24,145 children living in institutions¹. However, there is little oversight and regulation of these institutions by the Government, placing children at increased risk of inadequate care, violence and abuse. Many children are also living and/or working on the streets – an estimated 3,000 children in Dar es Salaam alone.

For a long time, the institutionalization of children has been the solution when a child could no longer live with its family for several reasons. Institutions have been viewed as a place of refuge, where vulnerable children could get the help they needed. Some of the institutions are not registered and the quality of care provided to children in these institutions, regardless of whether they are registered or not, needs improvement. Furthermore, there are inadequacies in the registration of these institutions, management, cases management and information management system for children entering, in and leaving institutions.

An assessment of institutionalized care for children carried out by the government in 2012 in Tanzania mainland counted 282 children's homes hosting 11,216 children. However, among them at most 30% of the institutions were officially registered. In January the Department of Social Welfare Tanzania showed that there were 473 children's homes countrywide that engage with Government in one way or another, of these, only 244 were registered, hosting 24,254 children. Although Tanzania has Child Protection Regulations and Children's Home Regulations, children in institutions don't have care plans, are not closely monitored, reintegration of children are done timely which leads to overstay of many children to become adult while in children home¹.

In Tanzania a recent study conducted in 2018 by the government of Tanzania major cities of Tanzania revealed considerable negative practices and inadequate processes in children's institutions. The study highlighted a high prevalence of violence, abuse, neglect and exploitation in care homes, inadequate physical conditions, limited resources, untrained staff, and inadequate documentation which resulted in the inability to reunify and reintegrate children with their respective families, relatives and communities. Children with special needs often receive inadequate support or specialised care². As an alternative to institutionalization, the Fit person scheme, a family-based alternative care option for children with critical protection concerns, was introduced in 2017 and is currently being implemented in nine regions covering more than 113 districts. So far, the government of Tanzania has trained 1,363 fit persons, providing 872 children with emergency community-based alternative care. The government plans to implement the Fit person scheme nation-wide. Fit person regulations were finalized and were gazetted On Government Notice NO. 740 Published on 18/10/2019. While kinship care is a widely used family based alternative care option, both the Law of Child Act No. 21 of 2009 R:E 2019 and Child Protection regulations of 2014 are silent on it. Foster care and Adoption regulations of 2012 are already in place; however, children who could potentially benefit from these care options remain in institutions.

¹ Department of Social Welfare, Ministry of Health, Community Development, Gender, Elderly and Children, 2020.

The fit persons (foster care) scheme is functioning in more than 113 LGAs but it is not fully utilized and many children end up in institutionalized alternative care. Some of the institutions are not registered and lack oversight from Government. Social Welfare Officers (SWOs) and courts are often not involved in placement of children in institutions, while that is required by law. Most children lack care plans, that would help them find durable solutions outside an institutional setting. The quality of care provided to children in institutions, regardless of registered or not, needs improvement.

In Tanzania, so far, there is no over-arching policy for Alternative Care in that can guide practice at the Regional level. De-institutionalization and a move to family-based care, requires strong political will, as well as changes to planning, budgeting, social work / front-line worker practice and Non-Governmental Organisation Support. Although the National Guidelines currently in force provide that institutional care is a matter of last resort, which is commensurate with the UN Guidelines for Alternative Care, de-institutionalisation is not yet happening in a systematic manner. Tanzania mainland has developed National Reintegration Guidelines ready for implementation by the Ministry through the Department of Social Welfare to guide the reintegration of children back to their families and communities. However, children are still being placed in institutions with high risk of (over)staying. There is no proper case management system developed for children who are being placed in institutions, with a clear care plan and exit plan for each child. If this system would be in place, then temporary placement of a child could be a viable option in specific cases. This would have been decided in the process of finding the best option for a child in need, including weighing the options of kinship care or placement with a Fit person.

In order to address these challenges, the government plans to develop an overarching national Alternative Care Strategy that can guide detailed plans for implementation at Regional and District level.

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. This post will have a specific focus on Alternative Care and supporting the work to develop and implement the Alternative Care Strategy.

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 with a focus on Alternative Care

- 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 with a focus on Alternative Care

- 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 with a focus on Alternative Care

- 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.

Core Values attributes.

- Care
- Respect
- Integrity
- Trust
- Accountability

Core competencies skills.

- 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)

Functional Competencies.

- 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, 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.