



UNITED NATIONS CHILDREN'S FUND JPO Request Form



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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:

- ✓ Participation in internal training opportunities in Madagascar offers to Country Office staff, and externally according to the JPOs job profile, such as for example partner trainings on prevention of violence against children (VAC) and other related topics.
- ✓ Participation in monthly thematic learning and discussion sessions with the Chief of Child Protection on a range of different protection topics, including child protection coordination, life skills, parenting, social and behaviour change, case management, alternative care, and psychosocial support.
- ✓ Opportunity to support implementation of UNICEF's child protection and UNICEF's other programme in field locations to be exposed to programme implementation on the ground, in collaboration with UNICEF Child Protection Field and other sector's Programme Officers.

Please also mention the following:

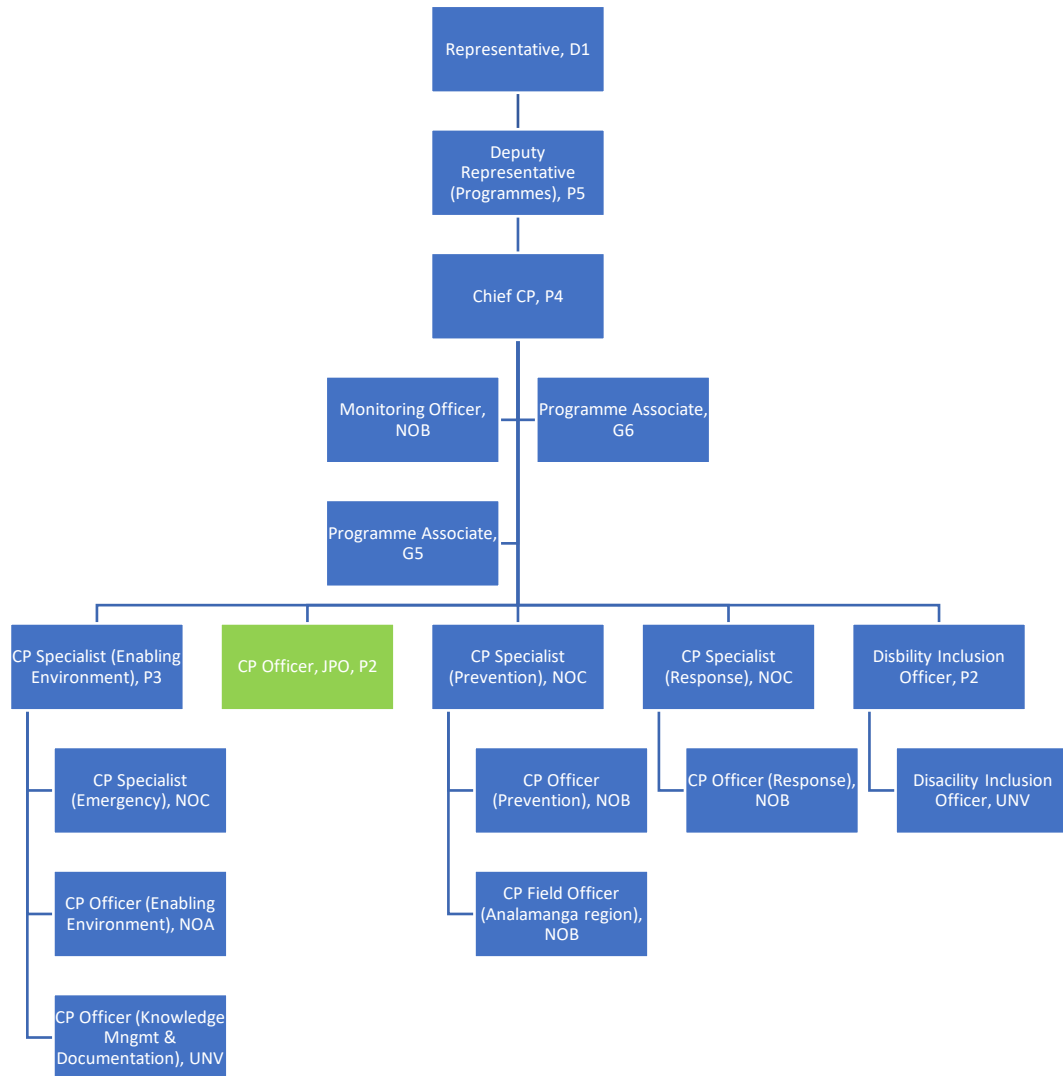
- ✓ The Chief of Child Protection has substantive experience in coaching and supervision of national and international young professionals, including international UN Volunteers and Junior Professional Officers, who have since moved onto new positions within the UN and other international organisations.
- ✓ Working with UNICEF Madagascar as a Child Protection Officer in Madagascar would provide the Junior Professional Officer with the opportunity to develop their skillset in a broad range of areas related to child protection programming and well place them to move onto other international positions in the field of protection, child protection and GBV, in UNICEF or other international agencies with increased responsibilities.
- ✓ The JPO will be provided with career management guide and will be considered for internal employment opportunities for retention and career growth.

Information and living condition of Duty station: Antananarivo, Madagascar

General Information	The Child Protection Officer will be based in Antananarivo, the capital city of Madagascar that is located at nearly 1,300 metres above sea level with a pleasant climate, moderately humid and with temperatures that range between 15 and 30 degrees Celsius. It is a family duty station that presents relatively good living conditions, and with most of the economic and social amenities also available at very affordable cost. Most commodities are available in a range of big supermarkets and a wide variety of local markets that offer plenty of available fresh food stuffs of all kinds, and there are many restaurants for every taste and pocket in Antananarivo. There are different telecommunication systems (mobile telephone networks), easy access to internet and modern banking facilities. However, as a developing country, Madagascar has developing infrastructure with common challenges like power cuts and water rationing. The UNICEF Office is located within the UN compound which is shared with the Resident Coordinators Office, UNDP, UNFPA, WHO, ILO, UNOP, IOM, UN Clinic and UNDSS.
Security	The general security situation is perceived as acceptable. All new staff undergo security briefing by United Nations Department of Safety and Security (UNDSS) who are located within the UN compound where the UNICEF office is also located and who also provide regular security situation updates. More details on the security situation can be found here: TRIPFileDownload (un.org)
Housing	A range of furnished and non-furnished housing facilities are available in different quarters of the city, including standalone houses, houses in compounds and apartments at affordable rates, with or without garden. Upon arrival, staff can explore and visit different options with the support of a property agent who takes staff around the city according to their needs and interests.
Schools & Childcare	Most of the international staff's children attend the American or the French school with internationally recognized academic degrees. These also include kindergarten/pre-school options for younger kids.
Work for spouses & partners	In order to provide career support to spouses and partners of UNICEF International Professional staff globally, the Spouse/Partner Career Support unit arranges workshops and webinars, as well as online language training. It also works closely with expatriate support organizations such as IDCN, and UN Expatriate Spouses Associations (like NYLESA in New York, and UNKLESA in Nairobi). These help spouses and partners to

find different kinds of information to help them settle, make contacts, and – if they wish – find employment.

Reporting line of the Child Protection Officer





UNITED NATIONS CHILDREN'S FUND
Child Protection Officer, Junior Professional Officer,
Antananarivo, Madagascar

I. Post Information

Job Title: Child Protection Officer
Supervisor Title/ Level: Chief Child Protection, P4
Organizational Unit: Child Protection Section
Post Location: Antananarivo, Madagascar

Job Level: P2
Job Profile No.: 93862
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 programmes, 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.

Violence against children is a serious violation of children's rights, which also impacts negatively on social, economic, health and behavioral outcomes. Violence against children takes many forms. It can be physical, emotional or sexual. It happens in all countries and any setting — in a child's home, community, school and online. In some parts of the world, violent discipline is socially accepted and common. And for many girls and boys, violence comes at the hands of the people they trust — their parents or caregivers, teachers, peers and neighbours. Childhood survivors of violence are more likely to mature into adolescents and adult perpetrators and/or victims of violence, thereby perpetuating the inter-generational cycle of violence.

In Madagascar, violence against children takes many different forms, and many children face multiple forms of violence and protection risks throughout the course of their childhood. In Madagascar, 39% of women and 11% of men aged 20-24 were married or in union before the age of 18. 47% of children aged 5-17 years old are engaged in labour, including worst forms of child labour, 11.5% of girls aged 15-19 are victims of sexual violence and 86% of children aged 1-14 have already experienced violent forms of discipline.

Although some components of **Madagascar's child protection system** are in place, it remains fragmented and weak. Fragmented and compartmentalised approaches to preventing and responding to violence adopted by different actors have meant that many children have fallen through the cracks of the system. Many partners contribute to the availability of services, but use different approaches and tools. Although some standards and tools developed by the government are available, they are not implemented, applied or

widely known. It is therefore necessary to continue the shift from a issue-based approach to a systems strengthening approach in order to support government to define, establish and strengthen a comprehensive child protection system at national and sub-national levels that protects children from violence, abuse, neglect and exploitation, linking with justice, police, health, education and other sectors.

UNICEF Madagascar's country programme cycle started in 2024 until 2028. The child protection outcome of the country programme focuses on defining, putting in place and strengthening a comprehensive and functional national and sub-national child protection system that prevents violence against children including gender-based violence and delivers quality and equitable response services to survivors and victims. As part of its Core Commitments for Children in Humanitarian Action, UNICEF continues to provide critical life-saving child protection services to emergency affected children in Madagascar to ensure their protection from all forms of violence.

Strategic office context:

In UNICEF's Country Office in Madagascar, Child Protection is a core component of the Country Programme that started in 2024 until 2028. UNICEF Madagascar's child protection programme is focused on ensuring that a comprehensive and functional national and subnational system that prevents violence against children and gender-based violence is established, and delivers quality and equitable prevention and response to violence against children. The child protection programme consists of three outputs on: 1) enabling environment, 2) prevention of violence against children (VAC) including child marriage, and 3) response services, including social welfare and justice. The Child Protection section is seeking donor support for the funding of a JPO position to provide critical support to the child protection team, specifically the prevention portfolio of the child protection programme, which is focused on ensuring that all forms of violence against children and child marriage are prevented, by implementing strategic interventions to create a framework for universal prevention, and by working with children, adolescents, parents, community members, community leaders and authorities to mitigate and prevent all forms of violence against children, including in humanitarian contexts. The funding for this position will provide much-needed support to UNICEF's commitment to the promotion of children's rights to protection from all forms of violence as its core mandate.

The Child Protection Officer, JPO, will be based in UNICEF's Country Office in Antananarivo, Madagascar, and reports to the Chief Child Protection at Level 4. The Child Protection Officer will work as part of a team of 13 Child Protection staff based in the Country Office, and 4 Child Protection staff based across UNICEF Madagascar's field offices in different regions.

Purpose for the job:

Under the direct supervision of the Chief Child Protection, at Level 4, the Child Protection Officer, JPO will be responsible for providing professional, technical and operational assistance throughout the programming process for child protection system strengthening, especially in the area of prevention services, with a focus on integrating and mainstreaming prevention components into other UNICEF sectors in humanitarian and development contexts. The Child Protection Officer works in close collaboration with the Child Protection Specialist responsible for the prevention output. The Child Protection Officer will be responsible to ensure that prevention of VAC and child marriage will be integrated into other sectors work at community level. This approach responds to the strategic framework of UNICEF on universal prevention: where all children grow up in a protective environment free from violence. Through the support of the JPO, UNICEF will support the deployment of preventive strategies and approaches at community level. These include universal access to a structured parenting program, life skills program for children, safe schools and online safety, as well as the universal adoption of transformative norms and values by using SBC approaches and strategies in child protection programming. This approach also involves working closely with other sectors, such as education, health, nutrition, WASH and social protection, to address risk and protection factors outside the child protection sector.

The Child Protection Officer will work in close collaboration with the technical team at the *Ministry of Population and Solidarities and the Ministry of Youth*, and other relevant country office partners.

Responsibilities will range from development, planning to delivery of results, preparing, executing, managing and implementing a variety of technical and administrative programme tasks related to the prevention of VAC and child marriage. These are meant to facilitate the programme development, implementation, programme progress monitoring, evaluating and reporting in the area of prevention of violence and child marriage interventions. A key focus will be to strengthen linkages between prevention of all forms of VAC and other sectors both in emergency programming and child protection systems building in line with the principles set forth in the Humanitarian-Development-Peace Nexus approach.

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

1. Support to child protection programme development and planning, specifically in the area of child protection prevention service provision.
2. Programme management, monitoring and delivery of results against programme targets and indicators.
3. Technical and operational support for the implementation of the child protection programme, focused on child protection systems strengthening through strengthening the prevention component of UNICEF's child protection programme on integrating prevention of VAC component into all sector programming and implementation both in development and humanitarian contexts.
4. Networking and partnership building.
5. Innovation, knowledge management and capacity building.

1. Support to child protection programme development and planning, specifically in the area of child protection prevention service provision.

- Conduct and update the situation analysis for the development, design and management of child protection system strengthening programmes in Madagascar, especially related to mainstreaming prevention service provision.
- Work closely with the Child Protection Specialist (Prevention) to ensure that activities related to integrating the child protection prevention portfolio, are implemented across UNICEF sectors including education, nutrition, WASH, health and social protection.
- Contribute to the development of UNICEF Madagascar's child protection programme goals, objectives, strategies, and results-based planning through research, analysis and reporting of child protection, including on prevention of all forms of VAC service provision and the needs of emergency affected children and other related information for programme planning, priority and goal setting.
- Provide technical and operational support throughout all stages of programming processes by executing a variety of technical, programme, operational, and administrative transactions, preparing related materials and documentations, and complying with UNICEF Madagascar's 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 against programme targets and indicators

- Work closely and collaboratively with internal and external colleagues and partners, including specifically the Ministry of Population and Solidarities and other UN agencies, 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, specifically on the inclusion of needs of emergency affected children in the national protection system.

- 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 reports for management, donors and partners to keep them informed of programme progress.

3. Technical and operational support for the implementation of the child protection programme, focused on child protection systems strengthening through strengthening the prevention component of UNICEF's child protection programme on integrating prevention of VAC component into all sector programming and implementation both in development and humanitarian contexts.

- 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 UNICEF Madagascar country office partners/donors on the application and understanding of UNICEF policies, strategies, processes and best practices in child protection, social service workforce strengthening, case management and related issues to support programme implementation and delivery of results in development and humanitarian contexts.

4. Networking and partnership building

- Build and sustain effective 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 in the area of prevention service provision.
- Participate in inter-agency meetings/events on programming to collaborate with inter-agency partners/colleagues on UNSDCF operational planning and preparation of child protection programmes, and to integrate and harmonize UNICEF Madagascar's position and strategies with UNSDCF development and planning processes.
- Research information on potential donors and prepare resource mobilization materials and briefs for fund raising and partnership development purposes in the area of child protection system strengthening, including specifically child protection prevention service provision.
- Draft communication and information materials for UNICEF Madagascar Country Office 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 practices for development planning of knowledge products and systems on child protection system strengthening including in the area of prevention service provision, in development and humanitarian contexts.
- Participate as a resource person in capacity building initiatives to enhance the competencies of UNICEF Madagascar government and non-government partners on child protection.

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 in Madagascar, and will in particular contribute to demonstrating a functional child protection system in UNICEF Madagascar's chosen districts of interventions, where other actors come together to prevent all forms of violence against children and child marriage, including for emergency affected children. Success in child protection programmes and projects in turn contribute to maintaining and enhancing the credibility and ability of UNICEF Madagascar to provide programmes and services for children that promotes greater social equality in Madagascar.

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)

VI. Recruitment Qualifications

Education:

A university degree in one of the following fields is required: international development, human rights, social work, psychology, sociology, international law, or another relevant social science field.

Experience:

- A minimum of two years of professional experience in social development planning and management in child protection related areas is required.

	<ul style="list-style-type: none"> • Experience in prevention of all forms of VAC and child marriage including at community level is considered an advantage. • Experience in implementing evidence based social and behaviour change approaches and/or integration of protection prevention and risk mitigation across other social sectors is considered an advantage. • Experience working in a developing country is considered as an asset. • Relevant experience in programme development in child protection related areas in a UN system agency or organization is considered as an asset. • Experience in both development and humanitarian contexts is an added advantage.
Language Requirements:	Fluency in French and English is required. Knowledge of another official UN language or local language of the duty station is considered as an asset.