



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:

- ✓ Opportunity for job shadowing for hands-on learning with other members of the section
- ✓ Mentorship opportunity
- ✓ Agora courses on relevant topics

Working at UNICEF, especially in areas like social protection and care and support systems, offers promising career prospects within the UN system. This is an area of work on which UNICEF collaborates with many agencies and for which work opportunities exist in several agencies

The team in which the JPO would work include supervisors who have been JPO themselves, that have experience in coaching and developing young professionals through mentorship programmes and supervision of younger professionals.

Information and living condition of Duty station: [For Filed Office locations only]

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| General Information | n/a |
| Security | n/a |

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| Housing | n/a |
| Schools & Childcare | n/a |
| Work for spouses & partners | n/a |

| Reporting line of the JPO | |
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| <ul style="list-style-type: none"> 1. Director of Social Policy and Social Protection <ul style="list-style-type: none"> a. Chief of Child Poverty and Social Protection <ul style="list-style-type: none"> i. Social Policy Specialist (P4) <ul style="list-style-type: none"> 1. Junior Professional Officer, Inclusive Social Protection | |



UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

I. Post Information

Job Title: JPO Social Policy Officer (Inclusive Social Protection and Care and Support Systems Strengthening)
Supervisor Title/ Level: Social Policy Specialist, P4
Organizational Unit: Child Poverty and Social Protection
Post Location: New York City

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

II. Strategic Office Context and purpose for the job

Strategic office context:

Eliminating child poverty and ensuring access to social protection have been recognized as critical priorities of the Agenda 2030. The effective scale-up of social protection, with a specific attention to children, is included as part of ensuring access to social protection, a core target of SDG 1 (Elimination of poverty), and SDG 10 (Reduced Inequalities). Moreover, social protection is also an accelerator for multiple other goals.

Addressing the multiple and compounding deprivations experienced by children requires an explicit commitment to understand their drivers and to scale-up comprehensive strategies to address them. The full realization of the right of children of access to social protection and adequate standard of living will not only ensure that every child lives free of poverty, but also prevent those at risk or vulnerable to poverty due to exclusion and discrimination, or facing environmental and conflict- related risks, from falling into poverty.

Every child needs care. Every child has the right to grow in a safe, nurturing, caring, and enabling environment, regardless of the context they live in. However, many countries lack adequate policies and structures to ensure sufficient care for children across the life course – from the early years to adolescence. Countries often rely on families alone, perpetuating gender imbalances in unpaid care that relegate domestic work and caregiving as women's and girls' work, particularly adolescent girls. This overreliance on unpaid care work has lifelong consequences on girls' and women's abilities to access school and work. It also can have disastrous consequences for children living with disabilities with increased risks of neglect, institutionalization, or family separation as caregivers face burnout and significant opportunity costs. Children living with children and adults with disabilities may have to undertake domestic and care work and/or support household earnings, with subsequent negative impacts on schooling and learning, time for play, child labor, etc. Inclusive care and support systems strengthening improves the ability of systems, including public and private sectors, to respond to the needs of both persons requiring care and support and their caregivers.

UNICEF has articulated its contribution to this agenda and added value across various instruments including, the Social Protection Strategic Framework, Goal Area 5 of UNICEF's Strategic Plan 2022-2025, "Every Child has Access to Inclusive Social Protection and Lives Free of Poverty", with indicator 5.5 on access to inclusive

social protection as well as the UNICEF Gender Action Plan, Disability Inclusion Policy and Strategy, and Nurturing Care Framework for early childhood development.

Reducing child poverty, enhancing access to gender-transformative, inclusive social protection taking a disability-inclusive lens, strengthening support for integrated care and support systems while also promoting efficiency, transparency and equity of financing and strengthening capacities at subnational level is essential. 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 every child.

Purpose for the job:

The position is in the Child Poverty and Social Protection team within the Social Policy and Social Protection section in UNICEF HQ's programme group. Under the supervision of the Social Policy Specialist (P4) that leads on gender responsive social protection and working closely with the Social Policy Specialists (P4) working on disability inclusive social protection and social protection systems strengthening, the JPO will support the extension and strengthening of inclusive social protection systems, the strengthening of linkages with other services as well as care and support systems strengthening, which is multi-sectoral, cross-regional, and globally relevant.

Specifically, the JPO will be responsible for the following key functions/accountabilities below.

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

1. Act as co-coordinator to facilitate the Global Technical Team on Family Friendly Policies and Care.
2. Harness outputs of technical workshops and activities on inclusive care and support systems to support driving forward an ambitious agenda across sections internally and partners externally.
3. Aid inclusive social protection portfolio to intersect and solidify convergence between areas such as disability, gender, migration, and other inclusive categories.
4. Support work to strengthen social protection systems and increase access of services for participants.

#1 Act as co-coordinator to facilitate the Global Technical Team on Family Friendly Policies and Care.

- Work with the core group to coordinate routine bi-monthly working sessions with 60+ internal colleagues across the GTT from a wide variety of sectors such as social protection, gender, disability, early childhood education, nutrition, and others.
- Contribute to the development of core annual outputs for the GTT, including but not limited to products for advocacy, resource mobilization, and technical support to country offices.
- Curate technical resources on design and implementation of inclusive care and support systems.
- Circulate monthly or bi-monthly resources on the latest available tools, research, policy guidance on care and support systems to GTT members.
- Collect case studies and implementation results related to family friendly policies and inclusive care and support systems for compilation, publication, and citation in other sources.
- Represent the social policy and social protection section in cross-sectoral meetings of the GTT.

#2 Support UNICEF positioning on care and support across sectors and countries.

- Follow up on the outputs of the internal technical workshop and external global technical workshops on inclusive care and support systems to support driving forward an ambitious agenda across sections internally and partners externally.
- Support global advocacy on issues of child sensitive, gender responsive and inclusive care and support systems with particular focus on adolescent girls and persons with disabilities

- Help establish and build upon UNICEF's global footprint in care and support and inclusive social protection more broadly, further advancing and developing the care and support capability statement and care and support evidence note generated in relation to the care and support workshop series.
- Engage with peer agencies and technical partners most relevant to the agenda to expand UNICEF's collaboration on this theme, including but not limited to joint programme activities or other forms of formal and informal collaboration.
- Conduct prospecting research and prepare donor proposals and concept notes to secure additional resources to fund the global care and support systems agenda and related work.
- Monitor progress and developments of key actors within the care and support systems sector to leverage learning and potential partnerships for UNICEF's work.

#3 Aid the inclusive social protection portfolio to intersect and solidify convergence between areas such as disability, gender, migration, and other inclusive categories.

- Facilitation finalization of the seminal inclusive social protection paper for publication on inclusive social protection that is child-sensitive, disability-inclusive, migration-sensitive, and gender-responsive.
- Support development of accompanying materials for the seminal paper such as summary briefs.
- Grow the repository of learning tools on strengthening child-sensitive, disability-inclusive, gender-responsive and migration-sensitive social protection for use by global, regional, and country offices.
- Co-host technical clinics and workshops on inclusive social protection for regional and country offices.

#4 Support work to strengthen social protection systems and increase access of services.

- Support mapping and analysis on country, regional and global situation of linkages between social protection and other sectors and intervention related to nutrition, health, education and child protection
- Support the development and implementation of UNICEF's multi-sectoral approach to linkages between social protection systems and other services, as well as social service workforce
- Provide technical support to regional offices and country offices as per their request
- Support technical work on interoperability between information management systems to support linkages and referrals of social protection participants to services
- Support the identification, generation, consolidation and presentation of evidence on social protection systems strengthening and their linkages with other services
- Supports the establishment of effective internal and external partnerships on this issue
- Supports improved monitoring and research around social protection systems linkages with other sectors and use of data and research findings for strengthening programme results.
- Provide knowledge management support to make sure resources and country practices are easily accessible to UNICEF colleagues
- Participate and support the organization of global platforms/events related to linkages between social protection systems and other services

IV. Impact of Results

The efficient and effective technical support provided to the development and implementation of Inclusive social protection systems and care and support systems contributes to the achievement of goals and objectives to create a protective environment for children and thus ensure they live free of poverty develop, enjoy their well-being and develop to their full potential.

V. Competencies and level of proficiency required

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| <p><u>Core Values attributes</u></p> <ul style="list-style-type: none"> • Care • Respect • Integrity • Trust • Accountability <p><u>Core competencies skills</u> (please make sure to adjust competency levels depending on supervisory responsibilities)</p> <ul style="list-style-type: none"> • 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> <p>Persuading and influencing (1) Applying technical expertise (1) Learning and researching (2): Planning and organizing (2):</p> <p>Stakeholder Collaboration (2)</p> |
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| VI. Recruitment Qualifications | |
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| Education: | A university degree in one of the following fields is required: social policy, international development, gender studies, disability studies, or another relevant technical field. |
| Experience: | <p>A minimum of two years of professional experience in one or more of the following areas is required: social protection, care and/or support systems through an inclusivity lens.</p> <p>Relevant experience in a UN system agency or organization is considered as an asset.</p> |
| Language Requirements: | <i>Fluency in English is required. Knowledge of another official UN language or local language of the duty station is considered as an asset.</i> |