



**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 2<sup>nd</sup> year.
- ✓

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

- ✓ Training opportunities for the JPO might choose to advance her/his technical skills.
  
- ✓ Networking with different child protection actors and sectoral networks in Latin America and the Caribbean.

A career progression plan could be established together with the JPO, the supervisor and HR. The JPO will have access to information on possible positions generally in UNICEF and specifically in child protection, as well as opportunities to network with child protection professionals in other offices in the region as well as globally, as well as the possibility to learn about child protection interventions and programming in the region.

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

General Information	National name: República de Panamá President: Jose Raul Molino (2024-2029) Land area: 75,990 sq km / Population: 4,279,000 million Language: Spanish (official language), English 14% (most Panamanians are bilingual)
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Panama's tourist season is during the dry season from December to April. This is true for the Pacific slope, but the Caribbean side can get rain throughout the year. Daytime air temperatures increase slightly to around 30-31°C (86-88°F), but nighttime temperatures remain around 22-23°C (72-73°F). Relative humidity drops throughout the season, reaching average values as low as 70%. Relative humidity rises quickly and may hover around 90 to 100% throughout the rainy season from May through November.

Panama uses the US dollar as its currency. The official name for it is the Balboa, but Balboa bills do not exist, and in practice people use the terms 'dólar' and 'balboa' interchangeably.

**Security**

**Security Level: LOW (2)**

Present Security Situation in Panama: Panama's crime rate is significantly lower when compared to all the regions of the Caribbean and Latin America. However, armed violence is becoming more common in Panama City and Colón. Based on the incidents reported to the local police, the high-crime areas identified in Panama City are: Arraijan, Chorrera, San Miguelito, Rio Abajo, El Chorrillo, Curundu, Veracruz Beach, Pedregal-San Joaquin, San Sebastian, Carrasquilla, Boca laCaja, El Ingenio, Los Libertadores, Calle 11 San Felipe, Bajada del Ñopo – Salsipuedes, Panama Viejo, Pueblo Nuevo, Pacora and Tocumen. It should be mentioned in this regard that, the most common types of crimes that represent a clear threat to public safety are armed robberies, drug trafficking-related, rape, muggings, purse-snatchings, and theft. Over the past couple of years, criminal statistics indicate a steady increase in drug use and criminal-related activities. Regarding the foremost crimes to affect the UN personnel are car and home burglaries, pickpockets, credit card and bank fraud at a very low level.

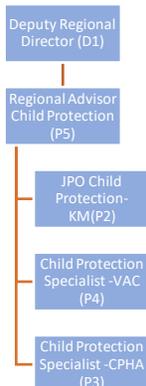
All UN staff/consultants are advised that the Security Clearance is requested to travel to the capital and to the hinterland regions. All Security Clearance requests for travel to PANAMA must be submitted via TRIP, which can be accessed via the DSS Travel Portal (<https://dss.un.org>) at least one week prior to the proposed travel. Mitigation measures are described in the Country SRM

SECURITY LEVEL	
LOW (2)	
Armed Conflict	MINIMAL
Terrorism	MINIMAL
Crime	SUBSTANTIAL
Civil Unrest	MODERATE
Hazards	MODERATE

Panama City has a great private health care system that is recognized for its qualified medical professionals and impeccable facilities equipped with intensive care units. However other towns in several provinces have inefficient health systems, facilities and/or clinics. Renowned hospitals and clinic centers require an advance payment before attending the patient. Local and international credit and debit cards are required as guarantee for the payment. If the hospital does not receive a previous authorization (direct payment agreement), from your UN health insurance, a credit/debit card will be required to initiate your health treatment.

<p>Housing</p>	<p>Panama is largely a safe city – but care does need to be taken in some areas and with personal property. It is your choice whether you opt for a house or an apartment. Beautiful spacious houses, with gardens are available. Those staff that have opted for an apartment have done so on the basis that they offer more security and more facilities.</p> <p>For your reference, below you'll find the most used Real Estate Companies and Brokers among newly appointed colleagues. You can also visit website pages, the most used among colleagues are: <i>Encuentra24</i> and <i>Compra y Alquile</i>.</p> <p><b>For Casco Antiguo area:</b>  <a href="#">Compañía Inmobiliaria San Felipe</a>, phone +507-228-3808.  <a href="#">Arco Properties</a> office +507- 211-2548.</p> <p><b>For Clayton and nearby neighborhoods:</b>  Anabella Moreno, MEGA Realtors, <a href="mailto:amoreno@mega-realtors.com">amoreno@mega-realtors.com</a>, <a href="#">Instagram</a>, +507-6673-6829.  Oscar Patiño, <a href="#">Suasty Real Estate</a>, mobile +507-6780-3710.  Librada Beseler, mobile +507-6611-0000.  Alexander Barrelier, <a href="#">Metro Realty</a>, mobile +507 6327 9953</p>
<p>Schools &amp; Childcare</p>	<p><b>Schools with international calendar (academic year starts in August-September)</b>  Balboa Academy  Metropolitan School of Panama  King's College  Crossroads Christian Academy  St. Mary's School / St. Mary's School  Boston School Panama  Lycée Français Paul Gauguin de Panamá  International School of Panama</p> <p><b>Schools with Panamanian calendar (academic year starts in March)</b>  Schools in Ciudad del Saber:  Colegio Isaac Rabin  Schools in Clayton:  Colegio Javier  Colegio Las Esclavas  Schools in Panama City:  Colegio De La Salle  Colegio San Agustín.  Oxford International School</p>
<p>Work for spouses &amp; partners</p>	<p>Family support</p> <p>In addition to family-friendly allowances and policies, we are increasing our efforts to provide work opportunities to spouses through consultancies and temporary assignments. We are also working to provide career support services to spouses of International Professional (IP) staff, which includes access to a UNICEF-sponsored career coach that can help with writing CVs and cover letters, as well as with mapping out career plans.</p> <p><a href="#">Compensation, benefits and wellbeing   UNICEF Careers</a></p>

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



The post is supervised by the Regional Advisor of Child Protection. The current Regional Advisor has supervised UNICEF teams for more than 20 years in country, regional and HQ offices. This includes supervising JPOs and NETIs, all of whom have continued in UNICEF as child protection or social policy professionals.



**UNITED NATIONS CHILDREN’S FUND  
SPECIFIC JOB PROFILE**

**I. Post Information**

Job Title: Child Protection Officer  
 Supervisor Title/ Level: Kendra Gregson, Child Protection Advisor  
 Organizational Unit: UNICEF LACRO  
 Post Location: Panama City, Panama

Job Level: P2

Job Profile No.:  
 Job Classification Level:

**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 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 context:**

The UNICEF Latin America and Caribbean Regional Office is based in Panama, operating in 36 territories, including 24 country offices. UNICEF works to put the rights and well-being of the most disadvantaged children at the heart of the social, political, and economic agenda, in line with our equity focus, working across our organization and with our partners in government, civil society and the private sector to support shifts in public policy, fuel social engagement, and increase investment for children.

The LACRO Child Protection Section supports the UNICEF country offices to protect all children from violence, abuse, exploitation and from unnecessary separation for their family/caregivers in all contexts. The child protection agenda also strives to better protect children on the move, those in alternative care and those in contact with the law. Latin America and the Caribbean is the most violent region for children in the world, and UNICEF has prioritized working to end armed violence, sexual violence, and corporal punishment.

UNICEF globally has a vision to be an organization that puts knowledge to work to achieve results for children and fulfil their rights (UNICEF KM Strategy 2021-2022) and knowledge management (KM) is an enabler to achieve this vision (UNICEF KM Strategy 2021-2022). KM is defined as “The deliberate and systematic coordination of an organization’s people, technology, processes and organizational structure to add value through reuse and innovation. This is achieved through the promotion of creating, sharing, and applying knowledge as well as through the feeding of valuable lessons learned and best practices into corporate memory to foster continued organizational learning.” (Dalkir, 2011, p. 469). KM requires the combination of knowledge generation/capture, knowledge dissemination and knowledge use.

The UNICEF LACRO Child Protection section currently has a knowledge management strategy, based on demand from the country offices, that specifically aims to ensure that UNICEF staff (and partners) have access to the latest information in a timely manner to better inform their programmes based on evidence and lessons learned to promote protective and safe environments for children in Latin America and Caribbean.

Please provide an overview of the office context in which this position works, briefly summarizing

**Purpose for the job:**

The JPO will be part of the Child Protection Team in UNICEF LACRO, reporting directly to the Regional Child Protection Advisor.

She or he will support the LACRO Child Protection section in facilitating knowledge gathering, exchange and use of data and evidence across the areas of child protection, and cross-sectorally on the prioritized topics in the section. This includes child protection system strengthening to prevent and respond to all forms of violence against children, to promote access to justice for children and quality alternative care, legal identity, and access to support and services for children in humanitarian situations and in contexts of human mobility.

The purpose of the role is to support the LACRO Child Protection team in the implementation of the existing knowledge management strategy. This strategy focuses on knowledge capture and knowledge dissemination. The objective is to ensure a light, accessible, effective and easy to manage knowledge management system that reinforces LACRO's technical leadership role in child protection in the region.

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

- a) Produce or maintain key regional knowledge management products such as regional e-bulletins, an online document library, and maintenance of the internal and external website.
- b) Facilitate coordination to cross-country learning and exchange, including discussion forums and webinars.
- c) Support the implementation of the KM Strategy, continually adapting and testing approaches to respond to the needs of UNICEF child protection staff and partners.
- d) Provide support to knowledge capture, such as through the production of monitoring dashboards and visual products to communicate regional and country results in line with regional priorities and UNICEF's Strategic Plan, consolidation of country narrative reporting, and support webinar documentation and recording.
- e) Support the LACRO child protection section in facilitating knowledge gathering, exchange and use of data and evidence across the areas of child protection, and cross-sectors, supporting the finalization of presentations and publications.
- f) Play an active role in regional office-wide KM efforts and new initiatives on behalf of child protection.

### **IV. Impact of Results**

Working with and within the UNICEF LACRO Child Protection Team, the position holder will contribute to the implementation of the Child Protection Strategy (2021-2030) throughout Latin America and the Caribbean, supporting the execution of actions to strengthen the generation of knowledge, generation of critical evidence to improve UNICEF's programmatic interventions on child protection in the region.

### **V. Competencies and level of proficiency required**

<p><b><u>Core Values attributes</u></b></p> <ul style="list-style-type: none"> <li>• Care</li> <li>• Respect</li> <li>• Integrity</li> <li>• Trust</li> <li>• Accountability</li> </ul> <p><b><u>Core competencies skills</u></b></p> <ul style="list-style-type: none"> <li>• Nurtures, Leads and Manages People (1)</li> <li>• Demonstrates Self Awareness and Ethical Awareness (1)</li> <li>• Works Collaboratively with others (1)</li> <li>• Builds and Maintains Partnerships (1)</li> <li>• Innovates and Embraces Change (1)</li> <li>• Thinks and Acts Strategically (1)</li> <li>• Drives to achieve impactful results (1)</li> <li>• Manages ambiguity and complexity (1)</li> </ul>	
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<b>VI. Recruitment Qualifications</b>	
Education:	A university degree in one of the following fields is required: Knowledge/Information Management, international development and other social sciences.
Experience:	<i>A minimum of two years of professional experience in one or more of the following areas is required:</i> child protection, as well as experience in knowledge management or information management. Strong written and spoken communication skills; proven capacity to work in an international environment. <i>Relevant experience in a UN system agency or organization is considered as an asset.</i> Experience working in Latin America and the Caribbean is considered an asset
Language Requirements:	Fluency in Spanish and English is required. Knowledge of French and/or Portuguese is an asset.