



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 assignments during and after the 2nd year

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

- The JPO will benefit from UNICEF Pakistan's mandatory and comprehensive orientation/onboarding programme for new staff, which will be specifically tailored for the JPO. The JPO will also participate

in section-wide and office-wide capacity-building initiatives(including social and behavioral change programming, staff retreat, deep-dive on climate action programming, etc.).

- The JPO will benefit from close on-the-job support/ training by both the immediate supervisor and the wider SBC team in the Pakistan Country office. It is also expected that the JPO will be asked to participate locally/regionally in technical training related to his/her area of work;
- The JPO can benefit from the vast UNICEF Agora training platform , which provides a range of online training resources across key disciplines within the organization and is aligned to leading global learning institutions; particularly recommended courses are on social and behavior change; indicators around child protection.
- The JPO will gain first-hand experience of UNICEF's interventions on the ground, reaching the most vulnerable through field missions in the 4 provinces. The JPO is expected to spend time in the field monitoring the work, especially in the districts where child protection and child marriage programs are implemented.
- The JPO will participate in Social and gender norms programming and measurement courses and training, including behaviorally informed evidence generation to tailor programming according to relevant drivers, which are delivered at country office level and regional.
- Career prospects and potential for retention
- The JPO will be exposed to a diverse range of tasks and responsibilities, allowing them to acquire skills in project management, advocacy, research, and policy analysis, essential for a well-rounded career in child protection
- Engaging with UNICEF's global network and collaborating with international experts and organizations provides JPO with valuable networking opportunities that can enhance their professional growth.
- The JPO will receive continuous training and support, fostering their personal and professional development. This enables them to take on more challenging roles within UNICEF or elsewhere in the international development sector
- The JPO will play a crucial role in addressing child marriage issues in Pakistan, contributing to meaningful and lasting change for the well-being of children.
- Successful JPOs often find opportunities for career advancement within UNICEF or other UN agencies, leveraging their experience to take on leadership roles.
- JPOs at UNICEF are motivated by a shared commitment to global sustainable development goals, fostering a sense of purpose that contributes to long-term job satisfaction.
- UNICEF provides a dynamic and supportive work environment that encourages continuous learning, helping JPOs stay engaged and committed to their roles.

- The chance to make a real difference in the lives of children in Pakistan creates a strong sense of purpose, promoting job satisfaction and encouraging long-term commitment.

- Supervisor's experience in coaching and development of young professionals

As the Chief Child Protection Officer overseeing the JPO, the supervising officer possesses specific competencies to effectively coach and develop young professionals:

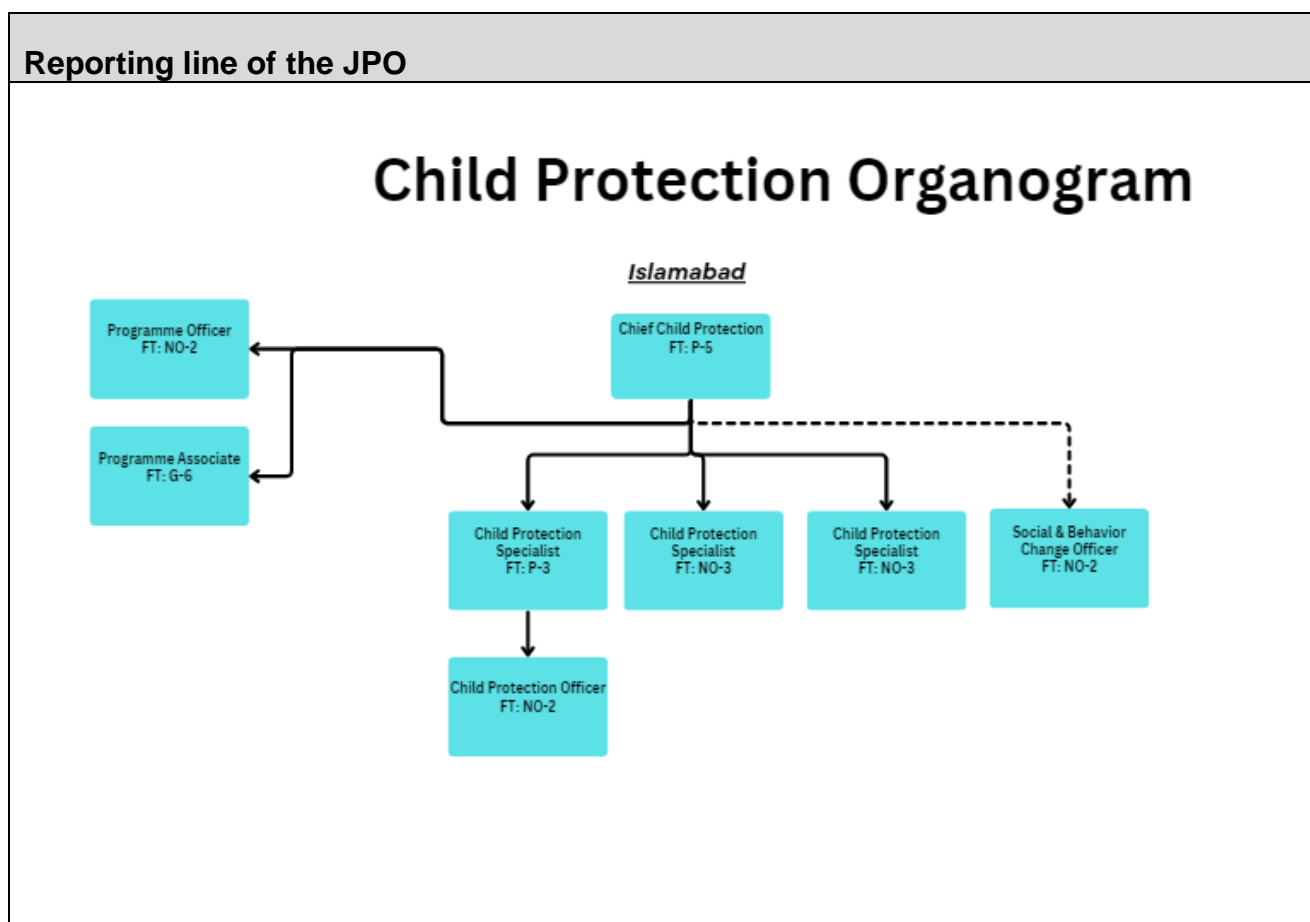
- **Mentorship Skills:** The Chief Child Protection has already supervised JPOs during her career at UNICEF and possesses the ability to guide and mentor JPOs, providing constructive feedback, and facilitating their professional growth.
- **Subject Matter Expertise:** The Chief CP has in-depth knowledge of child protection issues which is crucial for providing relevant guidance and support.
- **Communication Skills:** Effective communication which is essential for conveying expectations, providing feedback, and fostering a positive working relationship with JPOs.
- **Adaptability:** the Chief Child Protection is adaptable to different working styles, understanding the unique needs and strengths of each JPO.
- **Empathy and Cultural Sensitivity:** Understands the cultural context of Pakistan and empathizing with the challenges faced by young professionals is essential for effective coaching and development.
- **Advocacy Skills:** possesses the ability to advocate for the professional development of JPOs within the organization, ensuring they have access to necessary resources and opportunities.

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

General Information	<p>In 1960, Islamabad replaced Karachi as the capital city of Pakistan. Today, Islamabad Capital Territory has approximately 2 million inhabitants (as per the 2017 Census), making Islamabad the 9th largest city in the country. Islamabad is a modern, well-planned, and well-maintained city divided into several different sectors and zones.</p> <p>Pakistan is a multi-ethnic and multi-cultural society. It continues to have high regard for traditional family values, although urban families have grown into a nuclear family system due to the socio-economic transitions.</p> <p>Pakistan is the sixth-most populous country in South Asia, with over 212,742,000 people. It is the 36th largest country in the world in terms of area, covering 881,913 km² (340,509 sq. mi). Pakistan has a 1,046-kilometer (650 mi) coastline along the Arabian Sea and the Gulf of Oman in the south and is bordered by India to the east, Afghanistan to the west, Iran to the southwest, and China in the far northeast. It is separated from Tajikistan by Afghanistan's narrow Wakhan Corridor in the north and shares a maritime border with Oman.</p>
Security	UNICEF Pakistan's Country Office (PCO) is in the capital of Pakistan "Islamabad" and is

	<p>situated in the "Diplomatic Enclave, G-5". The security level of Islamabad/Rawalpindi is classified as Low (Level 2). Islamabad is a family duty station, and you may bring your children to Islamabad. There are four (04) UNICEF field offices in Pakistan.</p> <p>Pakistan's security environment remains fluid, sometimes changing with little or no notice. There are greater security resources and infrastructure in the major cities, particularly Islamabad, and security forces in these areas may be more readily able to respond to an emergency compared to other areas of the country. While threats still exist, terrorist attacks occur less frequently in major urban areas than in other parts of Pakistan.</p>
Housing	<p>There are two initial choices of where to live in Islamabad – inside of the diplomatic enclave (where the office is located) or outside.</p> <p>The decision to live in the enclave or outside it should include factors such as proximity to the office, proximity to your children's school and whether you will have your own car, as well as personal preferences for being within easy walking or taxi reach of the amenities of each residential zone. Taxis are not permitted to enter the enclave.</p> <p>Inside of Diplomatic Enclave:</p> <p>Within the diplomatic enclave, you have options in the Karakoram apartment building, Unique Apartments, Mediterranean Building and others. The apartments within the enclave are fully furnished. In the enclave, there are some shops including a small supermarket, a few restaurants, a protestant church and banks. Access to the enclave is restricted and you will need a car to move around within and outside of the enclave.</p> <p>Outside of Diplomatic Enclave:</p> <p>Outside the enclave, private houses and apartments are available for rental and they can be fully furnished or not furnished. Most international staff live in zones F6, F7, F8 or E7, all being attractive areas with lush trees and easy access to the markets. There are centralized shopping areas in each zone restaurants, grocery, and services.</p> <p>Security inspection is needed for the rental apartments/ houses outside of the enclave. Please inquire with the Security Officer if you are considering living outside of the enclave. Rent is usually negotiable. The real estate agent should help you in the negotiation. The real estate agent usually charges a commission of 50% of one month's rental.</p>
Schools & Childcare	<p>Islamabad is a family duty station, and you may bring your children to Islamabad.</p> <p>International School of Islamabad (the American School) and Sheikh Zayed International Academy are highly recommended for international students. These two schools are established with world-class facilities and educational concepts and have been offering quality I.B. curriculum that connects with most of the international schools worldwide. International School of Islamabad (the American School) features North- American culture and life on campus and guides students with developmentally appropriate explorations inside and outside of class. Sheikh Zayed International Academy, more influenced by its roots in UAE, offers a mid-eastern ambience and cultural bond, together with an individualized learning and exploration journey for each student. Both schools have a majority of</p>

	<p>international students and embrace diversity in every detail.</p> <p>The other 3 schools, City School, Roots International School, and Preparatory School feature quality education following O-level and A-level curriculum. These schools are great for students who have a strong interest and willingness to be immersed in the Pakistani language and culture. It is observed that some international students, with similar cultural backgrounds from the neighboring countries, attended the schools and fit in well within the local culture. These can also be a transitional option for daycare and pre-school education, if desired.</p>
Work for spouses & partners	Work for spouses and partners is supported.





UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

I. Post Information

Job Title: **Child Protection Officer (Ending Child Marriage and other harmful practices)**
Supervisor Title/ Level: Chief Child Protection
Organizational Unit: Child Protection Programme
Post Location: Islamabad

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 Child Protection Section at UNICEF Pakistan is seeking donor support for a unique JPO opportunity for 2024-2025 that will provide critical support for the accelerated implementation of the current programme on the eradication of child marriage and other harmful, which is a priority of the 2023-2027 country programme. **UNICEF is looking for an enthusiastic and innovative Officer working, under the leadership of the Chief Child Protection, on the prevention of child marriage and other harmful practices.** This position fits with the SDGs commitments 5.3 to eliminate child marriage.

Child marriage has been a longstanding issue in Pakistan, affecting 18.9 million girls who are married before the age of 18, predominantly in rural areas and lower socio-economic groups. While there has been some progress made in reducing child marriage, with a progress rate of 3.5 percent over the past ten years; the country needs a 24.5 percent acceleration to eliminate the practice by 2030. Similar to other countries in the region, child marriage in Pakistan is driven by different factors which operate at structural, communal, familial and individual level.

In Pakistan, child marriage is closely tied to tradition, customs, and cultural beliefs. Many parents, motivated by a sense of honor, believe that marrying their young daughters will protect them from assault or premarital sex. Consequently, these girls often have little or no say in choosing their marital partners, finding themselves locked into lifelong relationships where they are expected to fulfill domestic roles. An analysis of the Pakistan Demographic Health Survey (2018) reveals a correlation between child marriage and poverty, as well as between child marriage and low educational attainment. For many poor families, child marriage serves as a coping strategy, undermining girls' opportunities for education and hindering their personal growth and development.

The practice of child marriage is deeply rooted in cultural and social norms, often viewed as a routine means of ensuring familial and community acceptance. This normalization perpetuates the perception of women and girls primarily as caretakers, leading to a diminished economic value placed on girls and incentivizing parents to marry them off at an early age. Child brides are particularly vulnerable to domestic violence due to limited alternatives if their husbands engage in abusive behavior, compounded by socio-cultural pressures. They often have less control over their children, limited decision-making authority regarding healthcare and nutrition, and face increased risks of psychological disorders and physical health issues. Evidence shows that child brides experience significant health and nutritional challenges, such as higher rates of maternal mortality and poorer nutritional status in their newborns, as they are often biologically immature, malnourished, and underweight. Additionally, child marriage contributes to high fertility rates and population growth, exacerbating resource scarcity for the broader community. This perpetuates a vicious cycle where women's lack of agency and resources makes it difficult for them to escape abusive situations, ultimately reinforcing the social norms that sustain child marriage and prevent meaningful progress towards gender equality.

Which are the solutions envisaged to eliminate child marriage?

UNICEF Pakistan, in partnership with various stakeholders, is pursuing a holistic approach to promote the rights of adolescent girls, aiming to prevent early marriage and pregnancy while empowering them to achieve their aspirations through education and alternative pathways. A key component of the program focuses on shifting attitudes within households, empowering adolescent girls to shape their own futures, and strengthening the services that support them, including education, life skills training, and social protection programs. Additionally, it addresses the underlying conditions that perpetuate child marriage by advocating for laws and policies that protect girls' rights and emphasizing the importance of using robust data and evidence to inform these policies. Key strategies include:

- **Promote gender-responsive programming** aimed at addressing the root causes of gender inequality to transform harmful gender roles, norms and power relations. This includes increasing proactive engagement with women- and youth-led organizations in Pakistan; (v) promoting positive masculinities and engaging boys and young men as agents of change; (vi) using a gender-transformative lens to address intersectional issues and multiple forms of exclusion and discrimination; fine-tuning quantitative and qualitative measurements of gender-transformative change.
- **Leaving no one behind** to ensure that the most marginalized and most vulnerable adolescent girls are included in interventions to end and respond to child marriage and child domestic work. A key focus of UNICEF interventions is on the most vulnerable adolescent girls and their families facing intersectional forms of exclusion and discrimination. This requires applying the principle of leaving no one behind to prioritize the poorest, pregnant, already married, widowed or divorced girls, adolescent mothers, and girls with disabilities as well as those in humanitarian settings. It also means expanding opportunities for those at risk of child marriage, keeping adolescent girls in school, making sure they have economic opportunities and access to social protection programmes

- **Promote gender-equitable family and community environment** by investing in strengthening social norms and social and behaviour change programming, through capacity development and implementation of evidence-informed social and behaviour change community engagement interventions at scale. Increased support for interventions for adolescent girls' empowerment by implementing evidence-based and gender-transformative targeted life skills interventions. Work with boys and young men to promote positive masculinities to be strengthened and systematized. This involves mobilizing and engaging key influencers such as fathers, traditional and religious leaders and other gatekeepers to shift gender and social norms that perpetuate child marriage within the country context, including challenging intergenerational practices. Mobilize adolescent girls, women and young people as changemakers.
- **Strengthening the availability and quality of data and evidence:** UNICEF is undertaking two important pieces of research, namely a qualitative/anthropological one to achieve a deep understanding of the factors driving child marriage, and one on the relationship between religion and child marriage. These two studies will provide better understanding of the (i) functions of child marriage in the face of natural disasters and displacement, (ii) it will uncover the individual and interpersonal dynamics contributing to child marriage, and it will explore the (iii) adolescents' needs in the face of the recent serious ecological disaster, and their relation to child marriage.
- UNICEF Pakistan is combining increased investments

Purpose for the job:

The JPO/Child Protection Officer (Ending Child Marriage) will be part of the Child Protection section. Under the direct supervision of Chief Child Protection and within the context of supporting the achievement of the Sustainable Development Goals, UNICEF Strategic Plan, UNICEF Gender Action Plan, UNICEF Child Protection Strategy, the 5-years (2023-27) Country Office programme, and the UNFPA-UNICEF Joint Programme to Accelerate Action to End Child Marriage, the Child Protection Officer/JPO supports the Child Protection section in the implementation of the programme in Pakistan to end child marriage. The position is based in Islamabad with regular visits to the provincial offices.

Summary of results-based key functions/accountabilities:

1. **Support to programme/project development and planning**
2. **Programme management, monitoring and delivery of results**
3. **Technical and operational support to programme implementation**
4. **Networking and partnership building**
5. **Innovation, knowledge management and capacity building**

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

Support to programme/project development and planning

- Support the preparation/design and conduct/update of situation analyses for the child protection programmes and/or sector, particularly in the area of ending child marriage and other harmful practices, to ensure that current comprehensive and evidence-based data on child protection issues are available to guide UNICEF's strategic policy advocacy, intervention and development efforts on child rights and protection and to set programme priorities, strategies, design and implementation plans. Keep abreast of development trends to enhance programme management, efficiency and delivery.

- Participate in strategic programme discussions on the planning of child protection programmes and support the formulation and design of programmes for the sector, particularly around ending child marriage, ensuring alignment with the UNICEF Strategic Plan, UNICEF Gender Action Plan, international standards and mechanisms, donor development policies, and UN-wide interventions and initiatives.
- Support the establishment of specific goals, objectives, strategies and implementation plans for the sector using results-based planning terminology and methodology. Prepare documentation for programme review and approval.
- Work closely and collaboratively with internal and external colleagues, both in Islamabad and in the 4 provincial field offices, particularly the SBC, Gender and Education Section, and partners to discuss strategies and methodologies and to determine sector priorities/competencies to ensure the achievement of concrete and sustainable results, particularly around ending child marriage
- Work closely and collaboratively with UNFPA in Pakistan, namely with the relevant sections involved in child marriage eradication

Programme management, monitoring and delivery of results

- Support the establishment of monitoring benchmarks, performance indicators and other UNICEF/UN system indicators and measurement to assess/strengthen performance accountability, coherence and delivery of concrete and sustainable results for the area of ending child marriage in collaboration with internal and external partners
- Prepare/assess monitoring reports to identify gaps, strengths and weaknesses in programme management, identify lessons learned and use knowledge gained for development planning and timely intervention to achieve goals.
- Participate in major monitoring and evaluation exercises to assess progress globally and to engage stakeholders to take required actions to scale up interventions, achieve results; identify lessons learned and facilitate strategic use of knowledge gained
- Prepare programme reports for the chief of section, UNICEF management, donors and partners

Technical and operational support to program implementation

- Support the development of inter-agency standard-setting guidance and tools to support ending child marriage. This will take place through strategizing with country and provincial offices and partners to raise awareness of the guidelines, informed by a collected body of knowledge that can be shared and replicated across provinces
- Support the provision of Country Office technical support to provincial offices to ensure timely and appropriate support.
- Support the drafting of policy papers, briefs and other strategic programme materials for management use, information and/or consideration, particularly around ending child marriage.

Networking and partnership building

- Support the development and maintenance of inter-agency relationships towards the development of enhanced policy frameworks for the work around ending child marriage.
- Support the chief of section and the team in building and strengthening strategic partnerships through networking and advocacy with federal and provincial stakeholders, UN system agency partners (particularly UNFPA, and UN Women), donors, NGOs, research institutes and the private sector in order to leverage these partnerships to achieve greater results for children
- Prepare communication and information materials for country office programme advocacy to promote awareness, establish partnerships/alliances and support fundraising for particularly around child marriage eradication

Innovation, knowledge management and capacity building

	<ul style="list-style-type: none"> • Keep abreast of research and benchmark and implement best practices in the area of ending child marriage. Assess, institutionalize and share best practices and knowledge learned. • Support the team in advancing research and identifying research gaps, with key partners (e.g. UNFPA, UN Women) in the area of ending child marriage, specifically the formulation of policy and good practice. • Support the team in enhancing acquisition of programme knowledge through systematic collection of country programme experience (lessons learned, best practices, reviews, evaluations) in the area of ending child marriage as a tool for achieving its policy/advocacy objectives.
1.	Support to ensure research is applied to learning and practice in the field by disseminating and tracking relevant shifts in programme design and implementation.

IV. Impact of Results	
<p>The strategic and effective advocacy, planning and formulation of child protection programmes/projects and the achievement of sustainable results contributes to the achievement of goals and objectives to create a protective environment for children against harm and all forms of violence and ensures their survival, development and well-being in society. Achievements in child protection programmes and projects in turn contribute to maintaining/enhancing the credibility and ability of UNICEF to provide programme services for mothers and children that promote greater social equality in the country. The efficient and effective technical, administrative and operational support provided by the JPO to the development and implementation of the child marriage eradication programmes directly impact on the ability of UNICEF to promote social, political and economic action and changes in behaviors, social attitudes, beliefs and actions by communities, individuals and societies on children's rights, survival and wellbeing. This in turn contributes to enhancing the ability of UNICEF to fulfill its mission to achieve sustainable, locally-owned and concrete results in improving the survival, development and wellbeing of children in the country.</p>	

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 (2) • Works Collaboratively with others (2) • Builds and Maintains Partnerships (2) • Innovates and Embraces Change (2) • Thinks and Acts Strategically (2) • Drives to achieve impactful results (2) • Manages ambiguity and complexity (2) 	<p><u>Functional Competencies (please use GJP as reference):</u></p> <ul style="list-style-type: none"> • Persuading and influencing (1) • Applying technical expertise (1) • Learning and researching (2) • Planning and organizing (2)

VI. Recruitment Qualifications

Education:	A first University Degree (bachelor's degree or equivalent) in one of the following fields is required: e.g. social and behavioral science, sociology, anthropology, psychology, education, communication, public relations or another relevant technical field.
Experience:	<i>A minimum of two years of professional experience in one or more of the following areas is required: e.g. social development programme planning, communication for development, public advocacy or another related area.</i> <i>Relevant experience in a UN system agency or organization is considered as an asset.</i>
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>