



UNITED NATIONS CHILDREN'S FUND
JPO Request Form: Social Policy Officer



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:

- Individual coaching by the Chief of Section
- Induction session to understand UNICEF Senegal country programme priorities
- Specific trainings and workshops organized by the Country Office and Regional Office
- Office will also encourage the JPO to use on-line learning resources provided for UNICEF staff and participate in relevant courses run by the regional office such as:

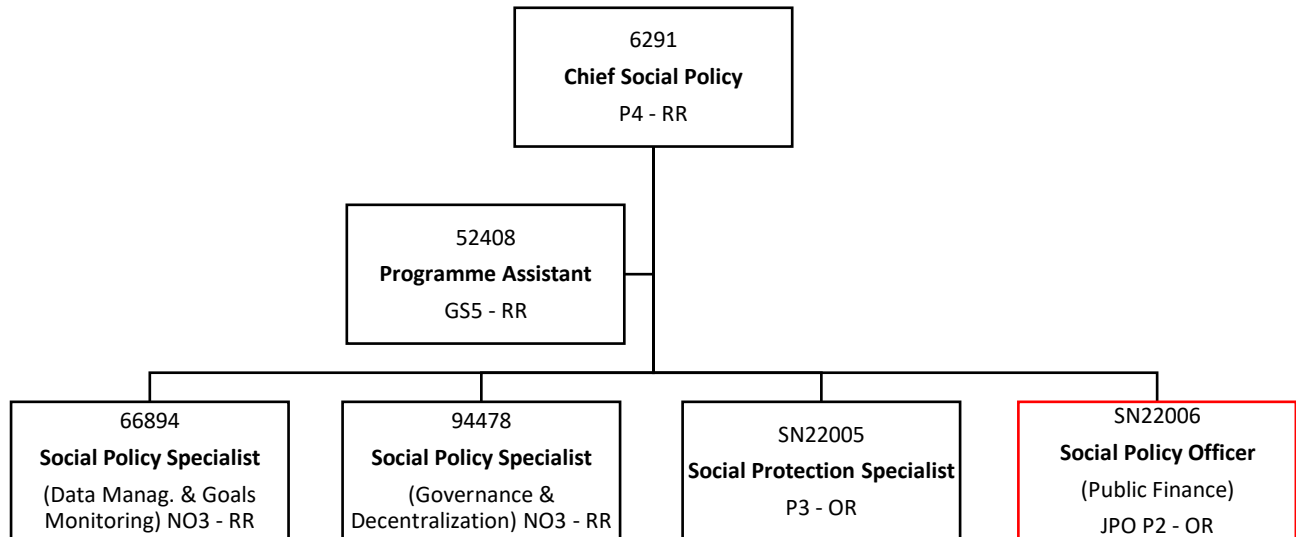
Career prospects and potential for retention

This position offers significant opportunities for future career development in Social Policy and evaluation and Child related policies as well as a potential long-term retention in UNICEF Senegal as this thematic is part of 2024-2028 Country Programme Document mandate. The candidate will also benefit from the Chief Social Policy vast experience in coaching and developing young professionals. The Chief Social Policy has over 15 years' experience in public financing, social protection, and poverty risk analysis. This position offers

opportunities for Social Policy Officer or Specialist positions, including in humanitarian contexts, in relation to public financing and social protection.

Information and living condition of Duty station: [For Filed Office locations only]	
General Information	<p>Senegal has a population of around 15 million distributed amongst the 14 regions of the country with variable levels of social indicators and disparities. The JPO assignment will take place in Dakar, the main city and capital of Senegal, a family duty station (Hardship classification A) with a population of about 3.5 million. The assignment will also include field missions throughout Senegal. The UNICEF Senegal Country Office also has a field office in Kolda covering the five southern regions where there is a high concentration of UNICEF supported activities.</p> <p>The living conditions in Dakar are good and the social climate is calm. Senegal is an open country that enjoys social stability and smooth functioning of state institutions. Dakar is considered as a hub for West Africa and hosts a high number of UN offices (33), international organisations and embassies.</p> <p>The city boasts reasonable medical facilities, offering both general and specialist care complicit with international standards.</p> <p>There are several options for getting around Dakar, personal vehicle, renting a car or taking a taxi. Road conditions are generally good and international driving licenses are accepted. Senegal is a popular tourist destination with many cultural activities. The reception and spontaneous hospitality of Senegalese are among the characteristic features of this West African country.</p>
Security	<p>The country is at the level of Security 2, which corresponds to "Low", except for the Casamance natural region where acts of banditry are reported. All United Nations personnel must scrupulously comply with UNDSS procedures and recommendations during their assignment to Senegal. Theft and burglary are the main incidents that can occur against UN personnel.</p>
Housing	<p>Dakar is equipped with an appropriate level and wide range of housing infrastructure and comfort but water and electricity availability can be unstable, requiring the use of generators which are usually provided by the landlords, otherwise may need to be acquired by the tenants. It is possible to rent unfurnished and furnished accommodations. It is also possible to co-rent and share private accommodations, which must comply with UN Security Standards.</p>
Schools & Childcare	<p>Two main International accredited schools are located in Dakar (both schools provide good infrastructures):</p> <ul style="list-style-type: none"> - International School of Dakar: American school from Kindergarten until 12th grade. http://www.isdakar.org/ - Lycee Francais Jean Mermoz: French School from CP to Terminale. https://www.lyceemermozdakar.org/ <p>There are other French or bilingual schools in Dakar however not necessarily accredited. Overall, Dakar is a good family duty station with lots of activities available for children (sports, culture, music...)</p>
Work for spouses & partners	<p>Given the large-scale presence of UN offices, organisations, business and embassies, work opportunities for spouses/partners are possible. However, work permits should be obtained through the same hiring organization.</p>

Reporting line of the JPO



The JPO will report to the Chief Social Policy. The JPO colleague will be part of a dynamic team of the Social Policy – SP. SP is a challenging and diversified programme, with partners ranging from: (i) Ministry of Economy, Planning and Cooperation; (ii) Ministry of Finance and Budget; (iii) Ministry of community Development and Equity (Social Protection); (iv) Ministry of Decentralization, (v) bilateral and multilateral donors such as World Bank, IMF, AfDB, EU, The programme covers four main components: Social Protection, Child Rights Monitoring; Public Finance for Children; and Evaluation.

The small budget of the programme is balanced out by high technical expertise and quality advice that we give to our partners in improving policies and raising living standards of the children in Senegal. In addition to being able to contribute meaningfully to the mandate of UNICEF in Senegal, the JPO colleague will benefit from exposure to a dense technical and policy environment.



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SPECIFIC JOB PROFILE**

I. Post Information	
Job Title: Social Policy Officer Supervisor Title/ Level: Chief Social Policy / P4 Organizational Unit: Social Policy Post Location: Senegal Country Office (Dakar)	Job Level: Level 2 Job Profile No.: CCOG Code:2L Functional Code: SOC Job Classification Level: Level 2
II. Organizational Context and Purpose for the job	
<p>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.</p> <p><u>Strategic office context</u></p> <p>UNICEF Senegal country programme (2019-2023) is anchored in two of the three axes of the PSE; human capital, social protection and sustainable development; and governance, institutions, peace and security. The programme is aligned with the UNICEF Strategic Plan 2018-2021 and will contribute to four of the seven outcomes of the United Nations Development Assistance Framework (UNDAF). Special consideration will be directed to strengthen UN coherence in particular through operationalization of the common chapter of the UNICEF Strategic Plan as relevant to national priorities.</p> <p>The country programme will support the Government in providing access of all children, especially the most vulnerable, to quality basic social services and social protection in order to develop their full potential to participate actively in their society.</p> <p>Senegal is a UN defined Least Developed country, facing high poverty rates and social exclusion, as well as rapid urbanization and young demographics. Almost half of the population is under the age of 18. Development challenges are numerous, but so are the opportunities arising from the ongoing reforms. The Government adopted its second five years Development Plan (Plan Senegal Emergent) and adjusted with the evolving economic situation imposed by the COVID-19 pandemic (PAP 2A). The new development plan gives more focus to the development of the human capital, social protection and sustainable development. It plans to launch a system of monitoring of the Sustainable Development Goals (SDGs), towards greater social justice and equity.</p> <p>UNICEF is engaged in all the major reforms, including the reform of the program-based budgeting, social protection and decentralization, where it supports economic and social analysis and provides continued technical assistance to key partners towards ensuring adequate attention to children's issues.</p> <p>The Social Policy Programme's work is concentrated in four major directions:</p> <ul style="list-style-type: none"> - <i>Support to the public finance system, child-friendly social budgeting and strengthening the programming and financing of social services (Ministry of Economy & Development Planning; Ministry of Budget & Finance; Parliament; ...) and support to decentralization of basic social services with attention to policies, capacity building of local authorities, local systems of social sector service provision and monitoring (Ministry of the</i> 	

Local Governance, Decentralization and Territorial Planning; Union of Associations of Local Authorities; NGOs)

- Support to the Social Protection system and programmes to ensure that programmes, interventions, practices, tools are well structured, child-sensitive, equitable, shock-responsive and gender-sensitive (Ministry of Social Protection; General Delegation of Social Protection and National Solidarity; Ministry of Social Affairs; Local governments; Agency of Universal Health Coverage; NGOs)
- Support to the national statistical system and the monitoring and analysis of the situation of children and women, and SDG monitoring systems (key partners: Ministry of Economy, Finance and Planning; National Agency of Statistics and Demography; National Association of Evaluation; NGOs)
- Support the Country office evaluation function.

Purpose for the job

Under the general guidance of the supervisor, the Social Policy officer is accountable for providing technical support and assistance in all stages of social policy programming and related advocacy from strategic planning and formulation to delivery of concrete and sustainable results. This includes programmes aimed at improving (a) public policies to reduce child poverty; (b) social protection coverage and impact on children; (c) the transparency, adequacy, equity and efficiency of child-focused public investments and financial management; and (d) governance, decentralization and accountability measures to increase public participation and the quality, equity and coverage of social services. This encompasses both direct programme work with government and civil society partners as well as linkages and support to teams working on education, health, child protection, water and sanitation.

III. Key functions, accountabilities and related duties/tasks

Summary of key functions/accountabilities:

1. Improving data on child poverty & vulnerability for increased use for policy and programme action

- Supports the collection, analysis and user-friendly presentation of data on multidimensional and monetary child poverty, including strengthening national capacity to collect routinely, report and use data for policy decision-making.
- Provides timely, regular data-driven analysis for effective prioritization, planning, and development; facilitates results-based management for planning, adjusting, and scaling-up specific social policy initiatives to reduce child poverty.
- Analyzes the macroeconomic context and its impact on social development, emerging issues and social policy concerns, as well as implications for children, and proposes and promotes appropriate responses in respect of such issues and concerns, including government resource allocation policies and the effect of social welfare policies on the rights of children

2. Strengthening social protection coverage and impact for children

- Supports the development of social protection policies, legislation and programmes with attention to increasing coverage of and impact on children, with special attention the most marginalized. Identifies, generates and presents evidence to support this goal in collaboration with partners.
- Supports strengthening of integrated social protection systems, providing technical support to partners to improve the design of cash transfers and child grants and improve linkages with other social protection

III. Key functions, accountabilities and related duties/tasks

interventions such as health insurance, public works and social care services as well as complementary services and intervention related to nutrition, health, education, water and sanitation, child protection and HIV.

- Supports improved monitoring and research around social protection impact on child outcomes and use of data and research findings for strengthening programme results.

3. Improving use of public financial resources for children

- Undertakes budget analysis to inform UNICEF's advocacy and technical assistance to Ministries of Finance, planning commissions and social sector ministries to improve equitable allocations for essential services for children. Works with sector colleagues to build capacity to undertake costing and cost effectiveness analysis on priority interventions to help inform policy decisions on child-focused investments.
- Supports the identification of policy options for improved domestic financing of child-sensitive social protection interventions.
- Undertakes and builds capacity of partners for improved monitoring and tracking of public expenditure to support transparency, accountability and effective financial flows for essential service delivery, including through support to district level planning, budgeting and public financial management as well as facilitating community participation

4. Strengthening capacity of local governments to plan, budget, consult on and monitor child-focused social services.

- Where national decentralization processes are taking place, collaborates with central and local authorities to improve policies, planning, budgeting, consultation and accountability processes so that decisions and child-focused service delivery more closely respond to the needs of local communities.
- Collaborates with the central and local authorities to strengthen capacity on quality data collection, analysis for policy development, planning, implementation, coordination, monitoring of essential social services, with emphasis on community participation and accountability.

5. Strengthened advocacy and partnerships for child-sensitive social policy

- Supports correct and compelling use of data and evidence on the situation of children and coverage and impact of child focused services – in support of the social policy programme and the country programme overall.
- Establishes effective partnerships with the Government, bilateral and multilateral donors, NGOs, civil society and local leaders, the private sector, and other UN agencies to support sustained and proactive commitment to the Convention of the Rights of the Child and to achieve global UN agendas such as the Sustainable Development Goals.
- Identifies other critical partners, promotes awareness and builds capacity of partners, and actively facilitates effective collaboration within the UN family.

6. UNICEF Programme Management

- Helps manage and coordinate technical support around child poverty, social protection, public finance, and governance ensuring it is well planned, monitored, and implemented in a timely fashion so as to adequately support scale-up and delivery. Ensures risk analysis and risk mitigation are embedded into overall

III. Key functions, accountabilities and related duties/tasks

management of the support, in close consultation with UNICEF programme sections, Cooperating Partners, and governments.

- Supports and contributes to effective and efficient planning, management, coordination, monitoring and evaluation of the country programme. Ensures that the social planning project enhances policy dialogue, planning, supervision, technical advice, management, training, research and support; and that the monitoring and evaluation component strengthens monitoring and evaluation of the social sectors and provides support to sectoral and decentralized information systems.
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IV. Impact of Results

The efficient and effective technical support provided to the development and implementation of strategic advocacy and planning & formulation of social policy programmes/projects and the achievement of sustainable results, contributes to achievement of goals and objectives to create a protective environment for children and thus ensure their survival, development and well-being in society. Achievements in social policy programmes and projects in turn contribute to maintaining/enhancing the credibility and ability of UNICEF to provide programme services for mothers and children that promotes greater social equality in the country.

JPO will be directly involved in at least one project from inception to completion, either as lead or co-lead, with some degree of managerial responsibility, in order to be able to appreciate the challenges and opportunities and developing and taking to fruition a full-cycle project, in this area of expertise.

JPO will be regularly making technical decisions based on the available socio-economic data, economic and financial information, and public and private data relevant to the mandate of UNICEF. JPO's interpretation of the information and his/her efficacy in scanning, analyzing and interpreting the data and information will be critical in the actions to be taken by UNICEF in the field.

V. UNICEF values and competency Required (based on the updated Framework)

i) Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability
- Sustainability

ii) Core Competencies (For Staff without Supervisory Responsibilities) *

- 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)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)

*The 7 core competencies are applicable to all employees. However, the competency Nurtures, Leads and Managers people is only applicable to staff who supervise others.

VI. Recruitment Qualifications

Education:	University degree in economics, finance, development studies, business administration, or related social science discipline.
Experience:	At least 2 years of previous experience in economic and social analysis is required.
Language Requirements:	Fluency in spoken and written French and English Knowledge of other UN languages will be considered an asset.