



UNITED NATIONS CHILDREN'S FUND
JPO Request Form



@UNICEF/Liberia/2024/Yueping Guo

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:

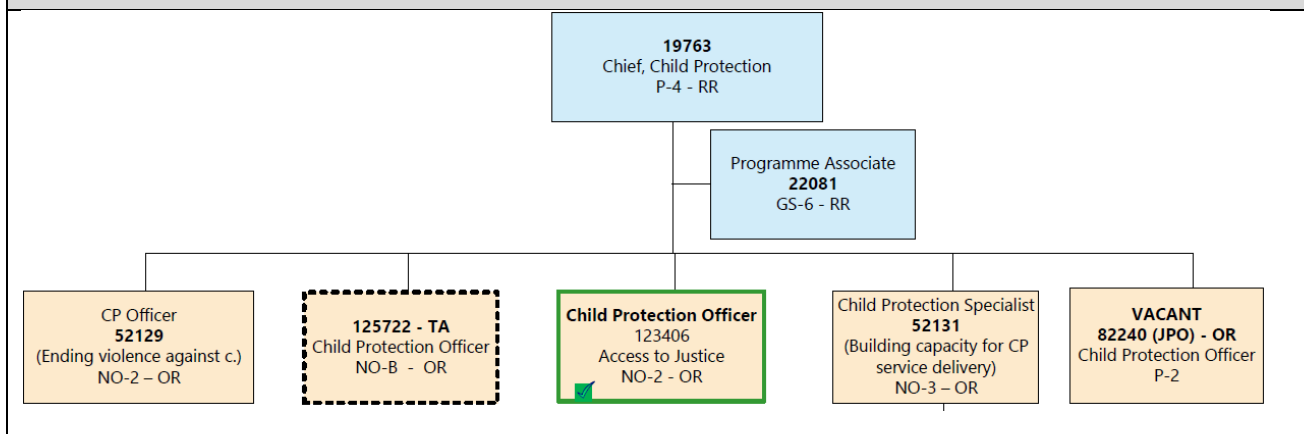
- ✓ Exposure to different areas of child protection work in a challenging and growth-enabling environment;
- ✓ Opportunities to take part in field missions to learn more about UNICEF's work in various parts of the country;
- ✓ Job shadowing opportunities with other sections of the UNICEF Office in Liberia;

✓	Depending on the candidate's experience and the need of the team, opportunity to develop supervisory skill by supporting more junior members of the team.
✓	Career prospects and potential for retention: While there is no guarantee of retention, UNICEF values experience in the field and is committed to supporting young talent.
✓	Supervisor's experience in coaching and development of young professionals: The supervisor has over 10 years of supervision experience for various categories of young professionals from interns, volunteers, JPOs to international officers. Some of the young professionals gained impactful development opportunities within the UN system.

Information and living condition of Duty station: [For Field Office locations only]	
General Information	<p>Liberia, Africa's oldest Republic, is located at the western edge of the continent, on the Atlantic coast between Sierra Leone and Côte d'Ivoire. The population of Liberia is approximately 4.5 million and contains about 16 different ethnic groups. A large percentage of Liberia's population live in the capital. The Child Protection Officer will be based in Monrovia the capital city of Liberia.</p> <p>The climate features a wet season and a dry season, but precipitation is seen even during the dry season. Temperatures remain constant throughout the year averaging around 26.4 °C (79.5 °F). Some visitors may feel cold during the day and evenings in the rainy season; also, most rooms are air-conditioned, so it is suggested that appropriate clothing (light sweater or jacket) be brought along.</p> <p>The US dollar is widely used and can be exchanged with the Liberian dollar (exchange rate as of June 2024: 1US\$ = 190 Liberian dollar). Credit cards and traveler's checks are not commonly accepted but there are several cash machines/ATMs in Liberia that take visa cards.</p>
Security	<p>Monrovia is classified as a medium-risk security zone (C) and has been upgraded to family duty station since 2021. The country is generally safer, except for petty crimes, especially in the cities. It is mandatory to complete the United Nations Security course BSAFE. Upon arrival in the country, all UN staff receive a security briefing from UN Department of Safety and Security (UNDSS). Security recommendations from UNDSS must be followed by all UN Staff and UN Volunteers during their assignments in Liberia.</p>
Housing	<p>In Monrovia, apartment-type accommodation can be found in areas such as Mamba Point and Sinkor. These are of various standards and usually come furnished with water and electricity and security guards, in compliance with UN security requirements. Prices are negotiable. The UNV Field Unit Liberia connects arriving volunteers to furnished MORSS compliant property owners. The Field Unit supports incoming volunteers to identify suitable accommodation prior to arrival. There are hotels and guesthouses in various county capitals that are comfortable and furnished with facilities such as wi-fi, laundry service, electricity, and security. There are variety of sports outfits in hotels and other accommodations for privacy. This includes gyms, swimming pools, tennis/basketball courts and stadium reserved for football. A gym is also available at the One UN House for all categories of staff based on the presentation of the UN ID Card.</p>
Schools & Childcare	<p>There are several international schools and childcare facilities available in Monrovia, catering to the needs of expatriate families.</p>
Work for spouses & partners	<p>Opportunities for spouses may be limited. However, international NGOs and the UN system sometimes offer positions for qualified candidates in accordance with the staff selection policy.</p>

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



UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

I. Post Information

Job Title: Child Protection Officer
Supervisor Title/ Level: Chief, Child Protection (P4)
Organizational Unit: Child Protection
Post Location: Country Office (Monrovia, Liberia)

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

II. Strategic Office Context and purpose for the job

Most of Liberia's children, adolescents and youth are trapped in a cycle of violence, poverty and deprivation, experience violence, struggle to get educated, and find it difficult to find decent employment. Violence against children and adolescents, especially girls, remain a challenge, including rape, abuse, harassment and exploitation. Sexual harassment in schools in the form of 'sex for grades' and 'sex for school fees' is common. Violent discipline is also a widely accepted practice, while at least 31 per cent of children (2-14 years old) were engaged in some form of labour.

Harmful cultural and traditional practices, such as child marriage and female genital mutilation (FGM) are among the gravest forms of violence practiced against children in Liberia. Birth registration is the first critical first step towards safeguarding lifelong protection for a child. Despite the increase in birth registrations from 25% in 2013 to 66% in 2019, it remains out of reach for many children in Liberia. The country has one of the lowest levels of birth registration in the world: less than one quarter of all births are registered. When

vulnerable children and adolescents come into conflict with the law, they are often exposed to even more violence and distress.

UNICEF has been working in Liberia for close to 30 years, turning our vision for children into practical action and helping build a comprehensive child protection system to keep children safe. This means supporting the implementation of laws, especially the Children's Law, and relevant policies, regulations and services that protect children from harm, and that respond to, and support victims and survivors. This includes support to Transitional Justice in Liberia and the country's efforts to prosecute crimes committed during the Liberian Civil War. Protection starts at birth. UNICEF supports the delivery of birth registration services by building the capacity of government, increasing the availability and quality of services and mobilizing parents and communities to register their children.

A key priority in Liberia is to stop the violence that children experience every day. We collaborate with the government, civil society and development agencies to strengthen community-based protection and response services to prevent all forms of violence against children or provide assistance should it occur. To help adolescents fulfil their potential, UNICEF supports the government to provide life skills and vocational training, and to protect adolescents, especially girls, from abuse, sexual violence and harmful traditional practices. Young people are also given opportunities to have a say on policies and programmes through SMS-based tools such as U-Report and the Children's Representative Forum and Adolescent Girls' Forum. UNICEF's work in child justice involves strengthening laws and systems to better protect children in contact with the law, especially by supporting them to receive support and rehabilitation at community level, rather than be detained in adult facilities.

Under the direct supervision of the Chief, Child Protection Section, the Child Protection Officer will be responsible for the planning, implementation, monitoring, reporting and achieving the planned results and activities, with particular focus on harmful cultural and traditional practices (FGM and child marriage) and social norms, as well as rule of law and transitional justice.

H/She prepares, executes, manages, and implements a variety of technical and administrative programme tasks to facilitate programme development, implementation, and reporting.

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

Summary of key functions/accountabilities:

- 1. Support to programme 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**
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- 1. Support to programme development and planning**
 - Conduct situation analysis for the development, design and management of programmes on FGM, child marriage, as well as rule of law and transitional justice. Research and report on development trends (e.g. political social, economic, legal, cultural, religious) for higher management use to enhance programme efficiency and delivery of results.
 - Contribute to the development and establishment of sectoral programme goals, objectives, strategies, and results-based planning through analysis of Child Protection needs and areas for intervention and submission of recommendations for priority and goal setting.
 - Provide technical and operational support throughout all stages of programming processes by executing and administering a variety of technical programme transactions, preparing materials and documentations, and complying with organizational processes and management systems, to support programme planning, results-based management (RBM), and monitoring and evaluation of results.

- Prepare required documentations and materials to facilitate the programme review and approval process.

2. Programme management, monitoring and delivery of results

- Work closely and collaboratively with colleagues and partners to discuss operational and implementation issues, provide solutions, recommendations, and/or to alert appropriate officials and stakeholders for higher-level intervention and decisions. Keep record of reports and assessments for easy reference and to capture and institutionalize lessons learned.
- Participate in monitoring and evaluation exercises, programme reviews and annual sectoral reviews with government and other counterparts to assess programmes 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), and verify compliance with approved allocation and goals, organizational rules, regulations, procedures, as well as donor commitments, standards of accountability, and integrity. Report on issues identified to ensure timely resolution by management and stakeholders. Follow up on unresolved issues to ensure resolution.
- Prepare regular and mandated sectoral programme/project reports for management, donors and partners to keep them informed of programme progress.

3. Technical and operational support to programme implementation

- Conduct regular programme field visits and surveys, and share information with partners and stakeholders to assess progress and provide technical support and/or refer to relevant officials for resolution. Report on critical issues, bottlenecks and potential problems for timely action to achieve results.
- Support the implementation roll out including capacity building and monitoring of the different components of the evidence-based planning/ bottleneck analysis project, bottleneck analysis and actions, the sub district and district monitoring and response systems) working closely with the national working group, provincial and district teams and the existing partners working on FGM and Child Marriage
- Provide technical and operational support to government counterparts, NGO partners, UN system partners, and other country office partners/donors on the application and understanding of UNICEF policies, strategies, processes, and best practices to support programme implementation, operations and delivery of results.

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 enhance programme implementation and build capacity of stakeholders to deliver concrete and sustainable results.
- Participate and/or represent UNICEF in appropriate child protection sector discussions and planning on child protection-related issues (e.g. violence against children, FGM, GBV and child marriages) to collaborate with inter-agency partners/colleagues.
- Draft communication and information materials for CO programme advocacy to promote awareness, establish partnerships/alliances, and support fund raising for Child Protection programmes.

- Participate in appropriate inter-agency (UNCT) on Child Protection programmes to collaborate with inter-agency partners/colleagues on the United Nations Sustainable Development Cooperation Framework (UNSDF) operational planning and preparation of Child Protection programmes/projects, and to integrate and harmonize UNICEF's position and strategies with the UNSDF development and planning process.
- Research information on potential donors and prepare resource mobilization materials and briefs for fund raising and partnership development purposes.

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.
- Assist with oversight of research and ensure results are available for use in knowledge products.
- Participate as a resource person in capacity building initiatives to enhance the competencies of clients and stakeholders.

IV. Impact of Results

The efficiency and efficacy of support provided by the Child Protection Officer to programme preparation, planning and implementation facilitates the delivery of concrete and sustainable results that directly impact the protection of the children and adolescent girls and boys in Liberia, including access to justice, transitional justice, juvenile justice, and birth registration.

This in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to continue to provide programme services to protect the rights of children and adolescents, and to promote greater social equality to enable them to survive, develop and reach their full potential in society.

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 • Sustainability <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</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 university degree in one of the following fields is required: international development, human rights, psychology, sociology, social work, international law, or another relevant social science field.
Experience:	A minimum of two years of professional experience in social development, international law, planning and management in child protection related areas is required. 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 and working knowledge of English is required. Knowledge of another official UN language (Arabic, Chinese, Russian or Spanish) or a local language is an asset.

Prepared by: Hellen Nyangoya, Chief Child Protection

Date:

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Date:

Approved by: Amadou Cisse, OIC Representative

Date: