



**UNITED NATIONS CHILDREN'S FUND
JPO Request Form**



*Noura, school to marriage and from marriage to school
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Thanks to the Community Child Protection Network (RECOPE) Noura has returned to school to continue her dream become a nurse to serve her community.

For more information on UNICEF Cameroon visit: [UNICEF Cameroon](#) | [Yaoundé](#) | [Facebook](#)

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 second year

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

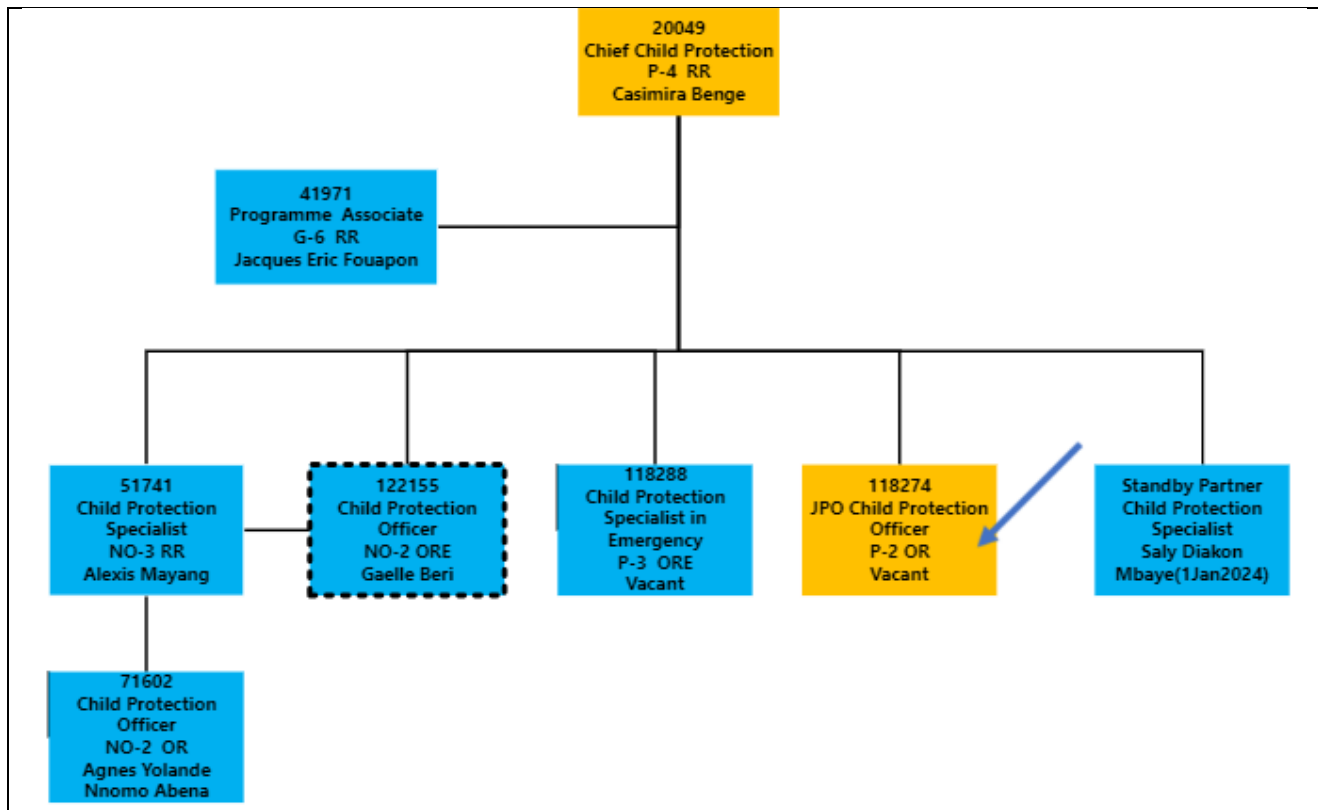
- ✓ Child Protection in Emergencies training
- ✓ Results Based Management training
- ✓ UNICEF programme policies and procedures training (PPP)
- ✓ E-learning opportunities in performance management: create the conditions for high performance and development.
- ✓ E-learning opportunities on basic UNICEF programme & operational Strategies: assimilate UNICEF's approaches to programming and operations; thematic programme areas; as well as cross-cutting function areas.
- ✓ Security training.
- ✓ **Career prospects and potential for retention:** Child Protection is a critical component of the UNICEF Cameroon country offices and will continue to be so for some time considering the slow

improvement in this area. Therefore, there will always be international positions available to support ongoing efforts. Currently the office has different categories of international staff in this functional area including 4 FT P3 positions in Yaounde and field offices.

- ✓ **Supervisor's experience in coaching and development of young professionals:** The JPO will be supervised by a Chief Child Protection with more than 20 years with UNICEF. Her work has consisted in capacity building, advocacy, technical assistance, and evidence-generation, as well as promotion and fostering of strategic partnerships. She promotes innovation for child protection and is interested in working with the young people and adolescents to strengthen their skills and support their career development through exchange of knowledge, information, experience, and lessons learned. She will put her extensive experience training partners to use in building the capacity of the JPO

Information and living condition of Duty station: [For Filed Office locations only]	
General Information	Cameroon is called 'Africa in miniature,' due to its large diversity of climates and cultural diversity. It is a country where one can live well and discover the culture but at the same time experience one of UNICEF's most complex programming – this due to a mix of development and humanitarian response with three very distinct humanitarian crises to respond to. This makes Cameroon an ideal place for a JPO to live in a safe place but at the same time be exposed to all of UNICEF's programming. Yaounde is a lively city with all the needed amenities such as sports facilities etc.
Security	The security level in Yaounde is 2. There are no specific threats apart from the typical risks of petty crime as in any big city.
Housing	<i>Different types of long-term accommodation are available in Yaounde: standalone houses, houses in gated compounds, apartments. These could be furnished and/or fully serviced, or unfurnished.</i>
Schools & Childcare	<i>Most of international staff's children attend international schools with an academic system that is widely recognized abroad. International schools often include a kindergarten and pre-school classes (sometimes even a nursery) for younger kids. It is advisable to ask your embassy in Yaounde which schools your compatriots prefer for their kids.</i>
Work for spouses & partners	In Yaounde there is many UN agencies present including many who cover the sub-region. The private sector is also present but based in Douala.

Reporting line of the JPO



UNITED NATIONS CHILDREN'S FUND GENERIC JOB PROFILE (GJP)

I. Post Information

Job Title: **JPO Child Protection Officer, P-2**
 Supervisor Title/ Level: **Chief Child Protection, P-4, 20049**
 Organizational Unit: **Child Protection Section**
 Post Location: **Yaounde, Cameroon**

Job Level: **Level 2**
 Job Profile No.:
 CCOG Code: **1L04**
 Functional Code: **CHI**
 Job Classification Level: **Level 2**

II. Organizational 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 programmes, 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. Therefore, 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 in UNICEF Cameroon is seeking donor support for the funding of a JPO position for the 2022-2026 cycle in addressing child protection issues to achieve the Sustainable Development Goals 16. More specifically, the JPO will contribute to strengthen child protection, improve birth registration (a key result for children), protect children from violence, abuse, exploitation, harmful practices, including child marriages.

Child protection among most vulnerable displaced, refugee and host populations is strengthened through community-based systems to prevent and respond to child protection risks, including monitoring and documentation of child rights violations, mental health and psychosocial support, positive parenting intervention, provision of birth registration services within the communities, unaccompanied and separated children, gender-based violence and justice for t in the North West, South West, and East Regions.

Purpose for the job:

The Child Protection Officer reports **to the Chief, Child Protection** for supervision. The Child Protection Officer provides professional technical, operational, and administrative assistance throughout the programming process for child protection programmes/projects within the Country Programme from development planning to delivery of results. H/She prepares, executes, manages, and implements a variety of technical and administrative programme tasks to facilitate programme development, implementation, programme progress monitoring, evaluating, and reporting.

III. Key function, 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**

1. Support to programme development and planning

- Conduct and update the situation analysis for the development, design, and management of child protection related programmes/projects. Research and report on development trends (e.g., economic, social, health) and data for use in programme development, management, monitoring, evaluation, and delivery of results.
- Contribute to the development and establishment of sectoral programme goals, objectives, strategies, and results-based planning through research, analysis and reporting of child protection and other related information for development planning and priority and goal setting.
- Provide technical and operational support throughout all stages of programming processes by executing and administering a variety of technical, programme, operational, and administrative transactions, preparing related materials and documentations, and complying with organizational processes and management systems, to support programme planning, results-based planning (RBM) and monitoring and evaluating of results.
- Prepare required programme documentations, materials, and data 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 implementation issues, provide solutions, recommendations and/or to alert appropriate officials and stakeholders for higher-level interventions and/or decisions. Keep records of reports and assessments for easy reference and/or 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/projects, 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), verifying compliance with approved allocations, organizational rules, regulations, procedures and donor commitments, standards of accountability and integrity. Report on critical issues and findings 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.

Technical and operational support to programme implementation

- Conduct regular programme field visits and surveys and exchange information with partners/stakeholders to assess progress and provide technical support. Take appropriate action to resolve issues and/or refer to relevant officials for resolution. Report on critical issues, bottlenecks, and potential problems for timely action to achieve results.
- 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 in child protection, to support programme implementation.

3. Networking and partnership building

- Build and sustain close working partnerships with government counterparts and national stakeholders through active sharing of information and knowledge to facilitate programme implementation and build capacity of stakeholders to achieve and sustain results on child protection.
- Participate in inter-agency meetings/events on programming to collaborate with inter-agency partners/colleagues on UNDAF operational planning and preparation of child protection programmes/projects, and to integrate and harmonize UNICEF's position and strategies with UNDAF development and planning processes.
- Research information on potential donors and prepare resource mobilization materials and briefs for fund raising and partnership development purposes.
- Draft communication and information materials for CO programme advocacy to promote awareness, establish partnership/alliances and support fund raising for child protection programmes.

4. 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.
- Research and report on best and cutting-edge practices for development planning of knowledge products and systems.
- Participate as a resource person in capacity building initiatives to enhance the competencies of clients and stakeholders.

IV. Impact of Results

The efficiency, quality and efficacy of support provided by the JPO to the programme planning and implementation, significantly contributes to the achievement of sustainable results to create a protective environment for children in Cameroon, ensuring children are protected from all forms of violence, abuse, exploitation, and unnecessary child-family separation. This in turn contributes to enhancing the ability of UNICEF to fulfill its mission to achieve sustainable, and concrete results in improving the safety, development, and wellbeing of children, especially children victims of violence and children without parental care. Success in child protection programme will contribute to the achievement of sustainable development goals and promotes greater social equality in the country in the country.

V. Competencies and level of proficiency required

Core Values attributes

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

Core competencies skills

- 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)

VI. Recruitment Qualifications

Education:

A university degree in one of the following fields is required: social sciences, international development, human rights, planning, statistics, international law, or another relevant social sciences field.

Experience:

A minimum of two years of professional experience in one or more of the following areas is required child protection, monitoring and evaluation, programme management, social development programme planning and/or quality assurance, or another related area.

Experience working in a developing country is considered as an asset.

Information Management System (CPIMS) 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 in English and French is required. Knowledge of another official UN language or local language of the duty station is considered as an asset.