

Advertisement

Junior Professional Officer
Child Protection Officer

UNICEF



Closing date: 4 May 2012

I General information

Title:	Child Protection Officer
Sector of Assignment:	Child Protection Section
Country:	Cambodia
Location (City):	Phnom Penh
Agency:	UNICEF
Duration of Assignment:	Initially one year with the possibility to extend up to 3 years
Grade:	P1 step 1 or P2 step 1 in the first year, depending on the level of education and relevant working experience

Note : this post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of the Netherlands and is addressed exclusively to **people with the Dutch nationality**– see criteria at the website of the Dutch Ministry of Foreign Affairs:

<http://www.minbuza.nl/en/key-topics/development-cooperation/associate-experts-programme>

II Duties, responsibilities and Output Expectations

1. Mainstream child protection on the Decentralization and De-concentration (D &D) reform process:

- Assist the Head of Section on child protection programme on the work that support the D&D reform process 2010-2019 which aims to provide more responsive and accountable services to the people through decentralized governance structures and de-concentrated functions of line ministries.
- Support zone child protection colleagues to understand, use, contribute to and influence national developments related to D&D and child protection and social welfare system.
- Follow up on the implementation of recommendations of the mapping and assessment of functions of Ministry of Social Affairs, Veteran and Youth Rehabilitation.
- Engage on the internal and external discussions and dialogues with government and development partners on the D&D reform

Outputs: Increased understanding of zone colleagues related to the D&D and child protection and they are able to integrate child protection issues into the D&D process at the sub-national level more specifically within the social welfare system and justice for children. Vital roles and functions within Ministry of Social Affairs, Veteran, and Youth Rehabilitation recommended to be transferred to the sub-national level. Child protection issues are in the agenda of the D&D reform process.

2. Develop a child protection communication strategy:

- Assist the Head of Section in development of communication strategy on child protection and support development of child protection briefing materials and media and press statements, in close collaboration with the External Relation Section.

Outputs: Child protection strategy developed and implemented

3. **Development of child protection indicators and monitoring SRA related to residential care / de-institutionalization of young children:**

- Support the government in the implementation, maintenance its management information system on child protection including OVC and liaise with partners NGO, UN and bi-lateral to ensure quality inputs and effective usage.
- Provide support to monitoring, inspection, data collection and analysis on children in residential care within the Ministry of Social Affairs, Veterans and Youth Rehabilitation.

Outputs: M&E system in place that is able to track changes on situation of OVC and residential care. Quality information is shared, disseminated and used to inform policy and programming on child protection on regard to SRA

4. **Contribute to UNICEF's role as a centre of knowledge and evidence to inform policy dialogue:**

- Provide support to UNICEF child protection colleagues in the zonal offices to identify relevant topics for quantitative and qualitative research.
- Contribute to the design and implementation of quantitative and qualitative studies.
- Undertake analysis of quantitative and qualitative information to strengthen the evidence base and provide inputs for policy dialogue.
- Ensure dissemination of findings to government as well as development partners.

Outputs: Improved quality and relevance of evidence and analysis undertaken at sub-national level. Improved documentation of lessons learnt and best practices on child protection. Improved quality and relevance of policy dialogue among development partners and with government at national level informed by realities from the field.

5. **Reporting and interventions:**

- Prepare inputs for donor reports, proposals, annual report and country programme recommendations.
- Support any unforeseen section priority intervening activity as may be required by the Chief of Section.

Outputs: Improved quality of donor reports. Contributed to fundraising through quality proposals, and other reporting products. Flexibility in creating ad hoc section teams to deal with priority time-bound intervening tasks.

III Training component: Learning elements and expectations

The JPO training programme includes the following, but not limited to:

- Receive and complete the 'Programme Process (PP) CD-ROM' during the first 3 months of his/her arrival at the duty station.
- Attend a regional workshop on results-based management (RBM) and (Human Rights-based Programming (HRBP). The time and venue of this training is determined by the Regional Office.
- Receive and complete the 'Basic Security in the Field CD-ROM'. The course can be completed on line www.intranet.unicef.org/dhr/learningweb.

In addition:

- UNICEF uses e-PAS (or electronic Performance Appraisal System) that enables staff and supervisors to set up, monitor and complete their annual performance evaluations.
- E-PAS includes a 3-phase participatory performance management approach (planning, mid-year review and year-end assessment) where work outputs, competencies and development goals are discussed and rated by supervisor and supervisee.

Upon completion of the assignment the JPO will have/ will be able to:

- Develop and apply technical and management skills related to child protection programmes in a developing country and be ready for more senior level work in development.
- Understand and appreciate working in decentralisation and de-concentration (D&D) environment.

- Appreciate the linkages of child protection to other development programmes in education, health and poverty reduction.
- Understand and apply UNICEF child protection policy, planning and programming processes including the use of UNICEF's financial and management and monitoring system and UNICEF's mission, operational procedures and guidelines.

IV Supervision

Title of Supervisor: Chief of Child Protection

V Required Qualifications and Experience

Education: Advanced university degree (MA, MS, MSc, MPH, Ph.D) in social sciences, communication, monitoring and evaluation or another technical field related to the work of UNICEF.

Working experience: Preferably 2 to maximum 4 years of relevant work experience, including internships and voluntary work, in communications and/or programme monitoring and evaluation with experience in research, planning and management, policy analysis and programme evaluation. Experience in developing, implementing and managing different types of training activities, including organizing workshops and seminars. Knowledge of latest developments and technology related to decentralisation and programme-based financing is desirable

Languages: Fluency in English and another UN working language. Knowledge of Khmer (local language in duty station) is an asset.

Key competencies

- Formulating Strategies and Concepts, Analysing, Applying Technical Expertise
- Learning and Researching, Planning and Organising

VI Background information on Agency/Department/Section

<http://www.unicef.org/infobycountry/cambodia.html>

UNICEF's Child Protection Programme focuses on strengthening systems to protect vulnerable girls, boys, women and families, including children with disabilities and those affected by AIDS, and will address social norms to enhance the protective role of families and communities.

Programme component results are:

(a) A child- and gender-sensitive social welfare system is well advanced towards delivery of increasingly accessible services for vulnerable children and families. This component will strengthen core functions of the Ministry of Social Affairs, Veterans and Youth Rehabilitation to regulate, oversee and monitor child welfare.

(b) A child and gender-sensitive justice system for children in contact with the law that complies with international standards is well advanced and increasingly accessed by children. This component will strengthen law enforcement, judicial and social welfare institutions at national and provincial levels to effectively collaborate to deliver and monitor integrated services for children in contact with the law, including access to legal aid, social services, and expanded community-based and other diversion measures.

(c) Communities, families and at-risk children have protective knowledge and skills that reduce their vulnerability and stigmatization. This component will work to establish sub-national structures and mechanisms of service coordination, delivery and referral for vulnerable children and families. Evidence from innovative models will inform strategic communication to counter violence, abuse and stigmatization.

VII Information on living conditions at Duty Station

Security

The current Security Level in the capital is (Low - 2). Threats to staff are considered low and there are no restrictions regarding family accompaniment.

Housing

Rental apartments and houses in Phnom Penh are readily available and range in price from the inexpensive (\$500 per month) through the very expensive (\$3,000 and up) depending on size and location. Houses are scattered throughout the city.

For Temporary Accommodation, the office has a list of recommended hotels and guest houses which is shared before arrival.

Medical facilities

This is a major concern in Cambodia as any serious illness/injury results in evacuation to Bangkok or Singapore. For less serious problems, there are some decent health care facilities with international medical doctors offering primary health care, including paediatric care. They also have ambulance services. Malaria is not present in the Phnom Penh or major tourist areas (Angkor Wat), but cases of dengue fever do occur.

Education Institutions

There are two English-language international schools, one American curriculum and one International Baccalaureat, and one French-language school in Phnom Penh offering education from pre-school through grade 12.

Employment for spouses

UNICEF offices will, to the extent possible, assist spouses of international staff members seeking employment in UNICEF or other UN agencies. There are a number of UN agencies (UNDP, WHO, FAO, UNESCO, UNFPA, WFP, UNIFEM etc.) and international NGOs operating in Cambodia offering job opportunities. The higher educational institutions also have job openings for people with teaching backgrounds. There is also the UN Local Expatriate Spouse Association which helps to link up spouses from different UN agencies.

VIII How to apply

Please apply to this post via UNICEF e-Recruitment portal through the link below.

https://careers.unicef.org/sap/bc/webdynpro/sap/hrrcf_a_posting_apply?PARAM=cG9zdF9pbmN0X2d1aWQ9NEY4MTQ2OE0NEVGMjQxMEUxMDAwMDAwOUU3MTBGMEYmY2FuZF90eXBIPUVYVA%3d%3d&sap-client=100&sap-language=EN&sap-accessibility=X

Applicants will receive acknowledgement of receipt of their submission
Only shortlisted candidates will be contacted.