

United Nations JPO Programme



TERMS OF REFERENCE 21P224

Junior Professional Officer (JPO)

I. General Information

Title: JPO in Child Protection

Sector of Assignment: Child Protection

Organization/Office:

United Nations / Department of Peace Operations (DPO), Policy, Evaluation and Training Division (DPET), Policy and Best Practices Service (PBPS)

Duty Station:

New York, United States

[Non-Family Duty Station: yes / no X]

Duration:

1 year (with possible extension for another year)

[Extension of appointment is subject to yearly review concerning priorities, availability of funds, and satisfactory performance]

II. Supervision

Title of Supervisor:

Child Protection Team Leader

Content and methodology of supervision:

The Child Protection Team Leader and the JPO will be in contact concerning all aspects of the work on a daily basis. A personal work plan will be developed, including roles and responsibilities, expected outputs, and personal learning goals and will focus on the support to the development of guidance and training on child protection, but also include broader support to the child protection team. Planning will be undertaken jointly on a one-to-one basis or with the entire Unit, depending on the nature of the activity. Technical skills will be acquired through mentoring, on-the-job training, and, where required, through external capacity building initiatives. Initial supervision will be as intense as necessary, gradually guiding the JPO towards greater independence and responsibility. Review meetings on the workplan with the team leader will be held regularly. The JPO will travel to regional UN bases including for training workshops, policy development, and technical support, and will submit mission reports. In addition to informal contact on a daily basis, team meetings are held once a week. The JPO will be encouraged and guided to manage all aspects of his/her work, including planning, implementation and review.

Establishment of a Work Plan: During the first month of the assignment, the Junior Professional Officer (JPO) will work jointly with his/her direct supervisor to finalize an agreed upon work plan. The final work plan will be discussed and mutually agreed to by the JPO and his/her supervisor.

Evaluation: The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to



evaluate of the JPO's performance.

III. Duties, Responsibilities and Output Expectations

Under the supervision of the Child Protection Team Leader, the JPO will:

1. Assist in the identification, development and dissemination of policy and guidance, in particular:
 - Participate in the development and roll out of specific policy and guidance on Child Protection in UN peace operations;
 - Support the Child Protection team in working on cross-cutting thematic concerns where applicable and necessary (Conflict-Related Sexual Violence, Gender, Protection of Civilians, Human Rights) with other PBPS Protection teams and other actors;
 - Support the integration of child protection into the work of UN peace operations through the provision of Child Protection inputs and perspectives in cross cutting and overarching guidance, also in line with the Action4Peacekeeping initiative;
2. Contribute to the rollout and implementation of training on Child Protection:
 - Support the continued review and updating of the Specialized Training Materials (STM) on Child Protection for the United Nations Military, as well as the planning, delivery and evaluation of the annual Specialized Training on Child Protection for the UN Military, including by providing substantive, administrative and logistical support;
 - Effectively contribute to the establishment, implementation, and evaluation of Force Commander's Child Protection Directives during the training;
 - Serve as liaison on training with relevant Child Protection actors, including DPO's Conflict-Related Sexual Violence Team, the Integrated Training Service, the Police Division, Office of Military Affairs (OMA), as well as DPPA, UNICEF, the Office of the SRSR-CAAC, and Child Protection focal points and staff in the field;
3. Contribute to the development, roll out, implementation and evaluation of Force Commander's and Police Commissioner's Child Protection Directives:
 - In close coordination with the rest of the Child Protection Team, support the implementation of Force Commander's and Police Commissioner's Child Protection Directives in coordination with the Senior Child Protection Advisers, Force Commanders and Police Commissioners in MINUSMA, MINUSCA, MONUSCO and UNMISS;
 - Support the evaluation of the Force Commander's and Police Commissioner's Directives, including capturing best practices to improve the quality of the Directives by conducting Technical Support Missions to MINUSMA, MINUSCA, MONUSCO and UNMISS, subject to availability of funds;
 - Ensure that the gender and age-specific needs of girls and boys are mainstreamed throughout the Force Commander's and Police Commissioner's Child Protection Directives and the follow-on in-mission training relating to the Directives;
 - Ensure harmonization of the Directives across peacekeeping missions, and maintain good relations and flow of information with relevant counterparts at Headquarters and field level;
 - In close coordination with the rest of the Child Protection Team, support the liaising on the Directives with relevant actors including, Force Commanders, Police Commissioners, the United Nations Office of Military Affairs (OMA), the UN Police Division and Force and Police field capacities;
4. Support the Child Protection Team in all other tasks, including, but not limited to:
 - Producing briefings, code-cables, speeches and presentations on Child Protection in United Nations peacekeeping operations;
 - Representing Child Protection concerns and strategic priorities in DPO planning meetings and coordination fora, and providing technical support to the Department on budgetary, staffing and other issues and processes, as tasked by the Child Protection Team Leader;

- Providing substantive, methodological and operational support and backstopping to Child Protection Advisers and staff in the field when required, including through field visits as appropriate and subject to availability of funds;
- Under the supervision and guidance of the Child Protection Team Leader, coordinating between DPO and key Child Protection actors, including the OSRSRG-CAAC, UNICEF, international NGOs, academic institutions and think-tanks, and maintaining effective partnerships to promote coherent DPO responses to Child Protection concerns;
- Contribute to DPO's broader stream on protection and participate in the relevant coordination mechanisms as assigned.

IV. Qualifications and Experience

Education:

Advanced university degree (Master's degree or equivalent) in the field of political science, international relations, law, or a related subject is required. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

Work experience:

A minimum of two years of progressively responsible experience in human rights, child protection, peacekeeping, humanitarian affairs, international law or international relations, including analysis, research and writing, is required. International field experience in the domains of human rights, peacekeeping or protection is strongly desirable. Experience in policy making and/or training development/delivery is desirable.

Languages:

English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in oral and written English is required. Fluency in French is highly desirable. Knowledge of a third UN official language is an advantage.

Other skills:

Knowledge/background in project management would be an asset. Proficiency in Microsoft Office applications, and use of various software and media platforms, databases and dashboards for data analysis and data visualization (e.g. Excel, PowerPoint, EFM Verint, Power BI, SharePoint) is highly desirable.

UN competencies:

PROFESSIONALISM: Shows pride in work and in achievements; Demonstrates professional competence and mastery of subject matter; Is conscientious and efficient in meeting commitments, observing deadlines and achieving results; Is motivated by professional rather than personal concerns; Shows persistence when faced with difficult problems or challenges; Remains calm in stressful situations

COMMUNICATION: Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify, and exhibits interest in having two-way communication; Tailors language, tone, style and format to match the audience; Demonstrates openness in sharing information and keeping people informed

TEAMWORK: Works collaboratively with colleagues to achieve organizational goals; Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; Places team agenda before personal agenda; Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; Shares credit for team accomplishments and accepts joint responsibility for team shortcomings

PLANNING & ORGANIZING: Develops clear goals that are consistent with agreed strategies; Identifies priority activities and assignments; adjusts priorities as required; Allocates appropriate amount of time and resources for completing work; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently

Workforce Diversity



The United Nations believes that an inclusive culture attracts the best talent and encourages all qualified applicants, regardless of gender, disability, sexual orientation, cultural or religious backgrounds, to apply.

V. Learning Elements

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

- Understand the Child Protection mandate of peacekeeping missions and the work of the United Nations on Child Protection and protection broadly;
- Understand current issues and challenges facing United Nations Peace Operations;
- Support the development of training materials;
- Support inter-agency coordination, as well as the organization of high-level workshops and meetings with external partners;
- Use DPO tools to capture and share knowledge;
- Collect and analyze field practice and identify lessons learned and recommendations;
- Contribute to policy development, implementation and evaluation.

VI. Background Information

In 1999, the Security Council adopted resolution 1261 which placed the issue of children and armed conflict (CAAC) on the peace and security agenda. Since then, the Council has adopted 12 resolutions on CAAC and has progressively included child protection provisions in peacekeeping mandates. Today there are more than 90 Child Protection staff in peacekeeping and political missions, including in Afghanistan, the Central African Republic, the Democratic Republic of the Congo, Iraq, Mali, Somalia, South Sudan and Sudan. In 2009, what was then known as DPKO issued a Child Protection Policy which was endorsed by what was then known as DPA in 2010, and which outlines the scope of DPO's engagement on CAAC based on relevant Security Council resolutions. It also defines the core functions of CPAs, the role of senior leadership and DPO's partnerships with key Child Protection stakeholders. The Policy was updated in 2017.

The Child Protection Team in the Policy and Best Practices Service (PBPS) of the Policy, Evaluation and Training Division, Department of Peace Operations (DPO) at UNHQ is responsible for supporting the work of CPAs through the development of policy, guidance and training and for providing substantive and operational support.

The team's role is to develop, disseminate and provide child specialized protection training for uniformed and civilian United Nations peace operations personnel; to identify and disseminate good practices and lessons learned from the field, and inform additional guidance and policy development accordingly; to provide expert substantive support on child protection issues, methodologies and tools for child protection staff and other mission components and sections in the mission settings; to provide child protection expertise and advice to relevant DPO offices at United Nations Headquarters; to build partnerships and represent DPO on Child Protection matters in relevant Member State and coordination fora; and to monitor and evaluate impact and compliance with relevant policies on an ongoing basis by developing relevant performance indicators.

This JPO will work within the Child Protection Team and as part of a broader protection coordination team. The JPO position will be located in the Policy and Best Practices Service (PBPS) of the Policy, Evaluation and Training Division, Department of Peace Operations (DPO). The JPO will work under the direct supervision of the PBPS Child Protection Team Leader and in close coordination with relevant partners. He/she will, inter alia, assist in the identification, development and dissemination of policy and guidance, cross-cutting thematic concerns where applicable and necessary (Conflict-Related Sexual Violence, Gender, Protection of Civilians, Human Rights) with other PBPS Protection teams and other actors: support the integration of Child Protection into the work of UN peace operations through the provision of Child Protection inputs and perspectives in cross-cutting and overarching guidance.