

Terms of Reference for the Child Protection Specialist (Child Care System Reform) – Temporary Appointment with UNICEF Zambia

Summary

Job Title	Child Protection Specialist (Child Care System Reform) – Temporary Appointment (TA) position
Purpose of the position	Planning and management of the child care system reform component of the Child Protection programme
Level of the position	International Professional (P3)
Location	Lusaka, Zambia - with occasional field travel
Duration	1 January 2015 to 31 December 2015 (364 days) with a possible one-year extension
Reporting to	Chief Child protection, UNICEF Zambia (post supervisor)

Background

The Ministry of Community Development, Mother and Child Health (MCDMCH) is the line ministry in Zambia responsible for the provision and oversight of care for children not living with their parents. Limited technical and organisational capacity has undermined the ministry's ability to carry out this function effectively. Civil society organizations including faith based organizations compliment the ministry's efforts by providing formal and informal care for children without parental care. However the absence of a regulatory framework and appropriate guidelines, in line with international instruments has seen different approaches and outcomes for children in alternative care, including institutionalization of children. A lack of structural coordination at national and sub-national level leads to a fragmented approach and missed opportunities for collaborative approaches. Meanwhile there is little focus as yet on family strengthening to prevent family separation. To ensure that child care services provided for children are systemic, in the child's best interest and are carried out using good practices, UNICEF is collaborating with the MCDMCH and several NGOs, with support from the GHR Foundation, to strengthen child care system in Zambia. UNICEF will be focussing on supporting the MCDMCH to improve the regulatory framework, strengthen the coordination at national and sub-national level, and strengthen their implementation and monitoring capacity.

Purpose of the Job

Under the supervision of the Chief of the Child Protection section, and in close collaboration with the other team members, plan, implement and monitor the child care system reform component of the child protection programme. Specifically support will be given to the government to develop a regulatory framework for alternative care in line with international standards and guidelines; strengthen coordination of child and alternative care services at all levels; strengthen capacity of government and NGOs to implement the alternative care regulatory framework; and strengthen capacity of the Government to monitor the adherence to minimum standards of care in the alternative care sector. Links and synergies with other parts of the child protection system, such as the prevention and response to violence, and other sectors, such as social

protection, health and education, need to be sought, established and built upon. Throughout implementation close coordination and collaboration needs to take place with the Government and key NGOs implementing other parts of the national child care system strengthening programme.

Specific tasks and Key accountabilities

- Support Government to strengthen the regulatory framework for alternative care in line with international standards by initiating and conducting a desk review of qualitative and quantitative data on the practice of alternative care in Zambia and support development of the alternative care regulatory framework
- Support Government in strengthening the coordination of the alternative care sector at national, provincial and district level by supporting development of TORs and developing a coordination mechanisms at national and sub-national level
- Support strengthening of capacity of Government and NGOs to implement the alternative care regulatory framework, through support to development of curriculum and a case management system
- Support strengthening of capacity of the Government to monitor the adherence to minimum standards of care in the alternative care sector, by initiating and managing the assessment on non-Catholic run homes and revision/development of monitoring and reporting tools for MCDMCH
- Build and maintain strong networks, collaboration and relationships of trust with Government, NGO partners and UN agencies in order to achieve objectives of the programme
- Support the objectives of the child protection programme, look for and establish linkages, contribute to improved expertise, and support the strengthening of the overall child protection system

Required Qualifications and Competencies

1. Education

- Advanced university degree in Social Work, Social Sciences or a related technical discipline.

2. Work Experience

- Five years of relevant professional work experience
- Developing country work experience
- Experience in designing, planning and implementing programmes in the area of child protection system strengthening and/or child care system reform
- Experience with working for UNICEF is an asset

3. Language Proficiency

- Fluency in English

4. Competency Profile

Core Values (Required)

- Commitment
- Diversity and Inclusion
- Integrity

Core Competencies (Required)

- Communication
- Working with People
- Drive for Results

Functional Competencies (Required)

- Leading and Supervising
- Formulating Strategies and Concepts
- Analysing
- Relating and Networking
- Persuading and Influencing
- Planning and Organizing

5. Technical Knowledge

Specific Technical Knowledge Required

- Knowledge of latest developments in the field of child protection, including child protection system approach
- Strong knowledge on and experience in child care reform
- Knowledge of Zambia's child protection context is an asset
- Expertise to leverage UNICEF's competitive advantage.

Common Technical Knowledge Required

- Understanding of UNICEF programmatic goals, visions, positions, policies and strategies (MDGs, UNDAF, HIV/AIDS, WFFC, CP) is an asset
- Understanding of Rights-based and Results-based approach and programming
- Understanding of UN mission and system; and International Code of Conduct
- Gender equality and diversity awareness.