

TERMS OF REFERENCE

Policy Consultant

CONTRACT MODALITY	Individual Consultancy
DUTY STATION	Amman, Jordan (remote)
DURATION OF CONTRACT	14 months

Purpose of Assignment

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in advocacy, in programmes, and in operations. UNICEF delivers change by advocating for high-quality programmes at scale, harnessing innovation and collecting evidence, in partnership with governments, other United Nations partners, civil society, the private sector, communities and children. It uses these strategies to leverage wider change nationally and globally through advocacy, communications and campaigning. UNICEF also wins the support of decision makers and the public around the world to drive change, volunteer, advocate and mobilize resources for the cause of children, and works with partners to achieve an even greater impact.

As a part of its portfolio, UNICEF's Migration and Displacement Hub leads the strategic partnership, programme development and coordination for the Partnership for Improved Prospects (PROSPECTS) and supports UNICEF offices to effectively work on behalf of children and young people on the move. PROSPECTS programme includes policy change objectives to advance the protection and opportunities of displaced people. This consultant will support policy analysis and policy advice through global fora to achieve these objectives. 2027 is the final year of phase 2 of the programme and essential to consolidate the gains, while making a final push for results.

Scope of Work

This consultancy will focus on delivering technical inputs to support UNICEF's strategic engagement and policy development on issues related to child-sensitive GCM and GCR implementation, including UNICEF's work with the UN Network on Migration. The consultant will support UNNM workstreams and the Global Refugee Forum preparation, while supporting technical assistance of UNICEF global and country office colleagues on these thematic areas.

Work Assignments Overview	Deliverables/Outputs	Delivery deadline to complete the deliverable
Provide technical support for UNICEF's engagement with the UN Network on Migration (UNNM) Executive Committee and on implementing child-specific aspects of the 2026 International Migration Review Forum (IMRF) Progress Declaration, including work towards the 2028 Global Compact for Migration (GCM) Regional Reviews of implementation, and UNICEF's promotion of youth engagement in these processes.	UNICEF leadership and contribution inputs are included in 45 Executive Committee meetings.	30 November 2027 – 25 days

Provide technical support for UNICEF's engagement with achieving results from paragraph 53 of the IMRF Progress Declaration on work to end child immigration detention (engagement with UNNM, governments, UN agencies, and other stakeholders).	• Consolidated draft of progress and challenges on implementing alternatives to detention and recommendations for SG report, based on consultations with governments and stakeholders.	30 November 2027 – 30 days
Provide technical support for UNICEF's engagement with achieving results from paragraph 43 of the IMRF Progress Declaration on work to enhance and diversify pathways that promote the realization of the right to family life and family unity and uphold the best interests of the child (engagement with UNNM, governments, UN agencies, and other stakeholders).	• Contribution to SG report on paragraph 43 focused on children's needs and family life.	31 October 2027 – 20 days
Provide technical support to support UNICEF's input into relevant UNHCR processes leading up to the 2027 Global Refugee Forum, including UNICEF's support to governments to implement their pledges and make further pledges, and UNICEF's promotion of youth engagement in these processes.	• UNICEF's contribution and participation at GRF 2027 reflects leadership priorities, country pledges and consultation processes, including youth consultation. Trip to Geneva December 2026 and December 2027, 8 days	31 December 2027 – 25 days
Develop capacity-building modules on child-sensitivity in GCM implementation and on working to end child immigration detention for UNNM's capacity-building work with governments and UN Country Teams, and support capacity building for UNICEF on migration and displacement-related topics.	• Training on two new modules delivered four times. Trip to: Brussels, 2 days Nairobi, 4 days Bangkok, 5 days	30 November 2027 – 25 days
Contribute to analytical briefs, reports, internal and external policy documents, and/or human rights processes related to current trends/critical issues for migrant/refugee/IDP children to ensure that UNICEF's policy positions are properly articulated and reflected. Analysis and inputs drafted and incorporated into at least 6 migration/displacement related policy documents (reports, human rights submissions, policy briefs with recommendations and key messages, etc)	• 6 briefs.	31 December 2027 – 15 days

Payment Schedule:

Payment will be made on submission and acceptance of deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

Important Notes

- Individuals engaged under a consultancy or individual contract will not be considered "staff members" under the Staff Regulations and Rules of the United Nations and UNICEF's policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are

responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.

- The selected candidate is solely responsible for ensuring that the health insurance (and visa if applicable) required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.
- UNICEF offers reasonable accommodation for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT

Minimum requirements:

- Education:
 - Master's Degree in international human rights law, international relations, public policy, international development, or a related field. Law degree preferred.
- Work Experience:
 - At least 10 years of policy experience in international protection and migration at global level.
- Language requirement:
 - Fluent in English,
 - Knowledge of another UN language is an asset
- Skills:
 - Demonstrated expertise in international protection, migration and displacement at global level
 - Strong knowledge of Global Compact on Refugees and Global Compact on Migrants essential

Desirables:

- Strong communication, writing and presentation skills
- Strategic thinking and critical analysis skills
- Commitment and drive, with a clear focus on results.
- Ability to juggle competing priorities under pressure, whilst maintaining attention to detail and meeting deadlines.
- Prior experience with a UN/UNICEF is a distinct advantage.