



Classified Job Descriptions

Job Description Type:	Specific Job Description	Region:	ROSA
Category:	IP (International Professionals)	Country:	Afghanistan
Reason for Classification:	Establishment of a new post	Duty Station:	Kabul
Level:	P-3	Office:	
Title:	Child Protection Specialist	Section:	Child Protection
Title Information in Parenthesis:		Unit:	
CCOG Code:	1L04	Case Number:	
UNICEF Code:	CHI	Post Number:	138035
Classified by:	Natalia Paquin	Classified Date:	10/26/2026

Organizational Context:	Afghanistan continues to face a severe and multi-dimensional child protection crisis, driven by poverty, harmful social norms, restrictions affecting women and girls, the legacy of conflict, unsafe migration, explosive hazards, and recurring humanitarian emergencies. Children face multiple protection risks, including violence, exploitation, abuse, neglect, child labour, child marriage, family separation, grave violations, disability-related exclusion, and significant mental health and psychosocial distress. These vulnerabilities are compounded by weak protection systems, limited availability of qualified social workers, uneven access to services, harmful gender and social norms, and declining humanitarian resources. UNICEF's Child Protection programme responds through a more targeted, localized, and integrated approach that aims to strengthen both prevention and response systems. The programme focuses on reinforcing community-based child protection system, strengthening the social service workforce, improving case management and psychosocial support services, expanding birth registration, supporting family tracing and reunification, enhancing victim assistance and reintegration support for conflict-affected children including children on the move.
Purpose of the Job:	The Child Protection Specialist reports to the Chief of Child Protection for guidance and general supervision. The Specialist supports the development and preparation of Child Protection programmes and is responsible for the management, implementation, monitoring, reporting and evaluation of programme interventions within the country programme. The Specialist provides technical guidance and management support throughout programme planning and implementation, reporting processes and contributes to the achievement of sustainable child protection results in line with UNICEF's Strategic Plans, the Country Programme, Results-Based Management principles and international human rights standards. The position directly supervises a Child Protection Officer (NOB) and a Database Associate (GS-7), providing technical guidance, performance management and oversight to ensure effective programme delivery and quality results. Under the guidance of the Chief of Child Protection, the Specialist provides technical leadership, strategic oversight and programme management support to strengthen protection outcomes for children affected by armed conflict and children on the move in Afghanistan. The position supports UNICEF's CAAC agenda, including the Monitoring and Reporting Mechanism (MRM) on

grave violations against children, while advancing prevention, response and community-based reintegration programmes for conflict-affected children, returnee children, unaccompanied and separated children, and other vulnerable children on the move. The Specialist leads the design, implementation, monitoring, documentation and scale-up of evidence-based, child-centered and gender-responsive interventions, including family tracing and reunification, case management, victim assistance, community-based reintegration and Explosive Ordnance Risk Education (EORE).

The role strengthens partnerships, evidence generation, policy dialogue and advocacy while promoting locally owned child protection systems/services and integration of priorities across humanitarian, development and peacebuilding frameworks. The Specialist also oversees the work of the supervised staff members, ensuring effective coordination, capacity development, data quality management and timely implementation of programme priorities and reporting requirements.

Key functions, accountabilities and related duties/tasks:

1. Programme Development and Planning (CAAC/MRM Focus)
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

Key Functions, Accountabilities, and Related Duties

1. Programme Development and Planning

- Support the preparation, design and updating of situation analyses for child protection programmes and projects, including analyses related to children affected by armed conflict, grave violations, children on the move, reintegration needs and emerging child protection risks, to inform programme priorities, strategies and implementation plans. Keep abreast of development trends to enhance programme management, efficiency and delivery.
- Participate in strategic programme discussions and contribute to the formulation, design and preparation of programme and project proposals, ensuring alignment with the Child Protection Programme Explanatory Note (PEN), Country Programme, UNSAF, Humanitarian Needs and Response Plan (HNRP), relevant national frameworks and child protection workstream priorities.
- Lead and contribute to evidence-based analyses on trends affecting conflict-affected children and children on the move, including protection risks, gender dimensions, vulnerabilities and reintegration needs.
- Design and develop integrated multi-sectoral programme interventions related to children affected by armed conflict, reintegration, children on the move, family tracing and reunification, case management, victim assistance and community-based protective services within the Child Protection portfolio.
- Develop and support implementation of a comprehensive Explosive Ordnance Risk Education (EORE) strategy, including monitoring and evaluation frameworks.
- Establish specific goals, objectives, and strategies using Results-Based Management (RBM) methodology, ensuring indicators are aligned with MRM reporting and reintegration outcomes.

2. Programme Management, Monitoring, and Delivery of Results

- Plan and collaborate with UNICEF colleagues, government counterparts and implementing partners to establish monitoring benchmarks, performance indicators and accountability mechanisms, and support programme reviews to assess progress, address bottlenecks and strengthen delivery of quality child protection results.
- Lead and support the implementation, monitoring and quality assurance of programmes related to children affected by armed conflict and children on the move, including oversight of the Monitoring and Reporting Mechanism (MRM) and the documentation, verification, analysis and reporting of grave violations against children.
- Support the coordination and technical oversight of UNICEF's CTMFR co-chair functions through organization of regular meetings, preparation of strategic reports, programme updates, evidence products, donor reports and contributions to the Global Horizontal Note (GHN), United Nations Secretary-General reporting processes, advocacy briefs and country-level analyses.
- Monitor and evaluate programme performance and results related to reintegration, family tracing and reunification, case management, community-based protection, access to essential services, protection risks affecting conflict-affected children and children on the move, and evidence-informed responses to grave violations.

- Oversee implementation and monitoring of Explosive Ordnance Risk Education (EORE) interventions in coordination with UNMAS, DMA, local partners to strengthen prevention outcomes, reduce protection risks and improve child well-being.
- Conduct field monitoring and quality assurance missions and ensure compliance with UNICEF standards, donor commitments and ethical data management protocols, including CPIMS, MRM information management IMRM+ requirements, while using evidence and lessons learned to support adaptive programming and programme scale-up.

3. Technical and Operational Support to Programme Implementation

- Provide technical leadership and oversight for the Children on the Move portfolio, ensuring quality implementation of child protection interventions for returnee, internally displaced, and migrant children, including family tracing and reunification, case management, and cross-border coordination.
- Support the scale-up of evidence-based and sustainable reintegration models that enhance protective family and community environments and improve children's access to essential services.
- Provide technical guidance to UN agencies, local authorities, CPANs, implementing partners and frontline workers on child protection standards and protocols, reintegration programming, children on the move and case management/FTR SoPs.
- Draft policy papers, briefs, concept notes etc. for management use in advocacy and policy dialogue and donor briefings etc.

4. Networking and Partnership Building

- Build and sustain close working partnerships with UN agencies, NGOs, and the Country Task Force on Monitoring and Reporting (CTFMR), Technical Working Group on the MRM as well as the protection workstreams.
- Prioritize children on the move agenda within the existing coordination UN and civil society coordination mechanism at the national, cross-border and global level.
- Support strategic engagement and partnership development that contributes to resource mobilization, policy influence and programme scale-up.

5. Innovation, Knowledge Management, and Capacity Building

- Generate and document evidence, lessons learned, promising practices related to CAAC, reintegration, children on the move and community-based child protection programming.
- Organize and implement capacity-building initiatives for UNICEF staff and partners on MRM standards, victim assistance; sustainable community-based reintegration models etc.
- Promote innovative approaches, such as digital platforms for EORE, youth/community-led mobilization for social cohesion and community-based reintegration models.

Impact of Results:

The strategic and effective advocacy, planning and formulation of child protection programmes/projects focused on children in armed conflict and the achievement of sustainable results, contributes to the achievement of goals and objectives to create a protective environment for children against use and recruitment, killing and maiming of children, and use of schools and hospitals for conflict purposes. Children on the move are better protected with community-based reintegration and access to essential services. Sustained support towards community-based reintegration and prevention efforts including EORE will contribute towards overall safety, security and well-being of children and reduce vulnerabilities towards negative coping mechanisms and grave violations of children's rights. Achievements in child protection programmes and projects in turn contribute to maintaining and enhancing the credibility and ability of UNICEF to provide programme services for children and their families that promote greater social cohesion and equality in the country.

Competencies and level of proficiency required:

Core Values
Care
Respect
Integrity
Trust
Accountability
Sustainability

Core Competencies:

Nurtures, Leads and Manages People (1)

Demonstrates Self Awareness and Ethical Awareness (2)
 Works Collaboratively with others (2)
 Builds and Maintains Partnerships (2)
 Innovates and Embraces Change (2)
 Thinks and Acts Strategically (2)
 Drive to achieve impactful results (2)
 Manages ambiguity and complexity (2)

Recruitment Qualifications:

Education requirement: An advanced university degree in one of the following fields is required: international human rights law, international law, migration studies, development, psychology, sociology, or another relevant social science field.

Experience required: A minimum of five years of professional experience in social development planning and management, child protection programme design and implementation, including experience related to children affected by armed conflict, reintegration, children on the move, protection systems strengthening, case management, family tracing and reunification, or related child protection areas is required.

Experience working in conflict and fragile contexts is considered an asset.

Language requirements: Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language is an asset.

Is this role a Representative, Deputy Representative, Chief of Field Office, the most senior Child Protection role in the office, Child Safeguarding Focal Point, or Investigator (OIAI)?:

No

Is this post a Direct contact role in which incumbent will be in contact with children either face-to-face, or by remote communication, but the communication will not be moderated and relayed by another person?:

No

Is this post a Child Data role in which incumbent will be manipulating or transmitting personal-identifiable information on children such as names, national ID, location data, or photos)?:

No

The selected candidate for this position will be required to engage with vulnerable children:

No

Competencies and level of proficiency required:

Recruitment Qualifications:

