UNITED NATIONS CHILDREN'S FUND
JOB PROFILE

I. Post Information

POST/CASE NUMBER OF SUPERVISOR: Global Lead, Migration and Displacement REASON FOR CLASSIFICATION: REGION/DIVISION: Global Programme Division COUNTRY: DUTY STATION: Nairobi, Kenya (Remote) OFFICE: CoE Child Protection and Migration SECTION: Child Protection and Migration UNIT: Migration and Displacement Hub	CATEGORY: Temporary Appointment PROPOSED LEVEL: P3 JOB TITLE: Programme Specialist - Migration and Displacement Functional Code: ICSC CCOG Code: POST NUMBER/ CASE NUMBER:

II. Strategic Office Context and Purpose for the job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programmes, in advocacy and in operations. The equity strategy, emphasizing the most disadvantaged and excluded children and families, translates this commitment to children's rights into action. For UNICEF, equity means that all children have an opportunity to survive, develop and reach their full potential, without discrimination, bias or favoritism. To the degree that any child has an unequal chance in life — in its social, political, economic, civic and cultural dimensions — her or his rights are violated. There is growing evidence that investing in the health, education and protection of a society's most disadvantaged citizens — addressing inequity — not only will give all children the opportunity to fulfill their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. It accelerates progress towards realizing the human rights of all children, which is the universal mandate of UNICEF, as outlined by the Convention on the Rights of the Child, while also supporting the equitable development of nations.

The Global Programme Division (GPD) plays a central role in driving programme excellence across UNICEF. It provides global strategic leadership and policy direction, develops and monitors frameworks and standards, and ensures coherence and alignment across sectors, regions and partners. GPD generates high-impact, evidence-based solutions and serves as a hub of specialized expertise, offering technical guidance on policy reform and scalable programming.

GPD leads UNICEF's policies, standards and negotiations for programme, ensuring the organization's assets and priorities are aligned with and contribute to child development goals. In addition, GPD strengthens country-level implementation through integrated technical support, linking global policy with on-the-ground action to deliver results for children at scale.

As part of this structure, UNICEF has established Centres of Excellence (CoEs) to provide high-quality, demand-driven technical assistance to Country and Regional Offices, and their governments and partners. Located strategically in Nairobi, Panama, Amman and Bangkok, the

CoEs bring together cross-cutting expertise across time zones. Global Programme Practices in CoEs function as a single point of entry for support, delivering tailored assistance in priority areas such as policy reform in matters that advance the wellbeing of children, at-scale programme design, public finance, workforce development and institutional strengthening, and timely humanitarian response while promoting resilient development. In so doing, the CoEs also contribute to global policy standards ensuring that UNICEF's support is grounded in practical knowledge.

Strategic Context

Migration and Displacement experts in UNICEF's Centres of Excellence provide strategic policy and technical assistance to country offices and governments, enabling them to design and deliver equitable and high-quality services and policy that are inclusive of children on the move and their families.

The PROSPECTS Partnership is a groundbreaking multi-year programme financed by the Government of the Netherlands, bringing together five international organizations (IFC, ILO, UNHCR, UNICEF, and the World Bank) to enhance the self-reliance, inclusion, and resilience of forcibly displaced persons (FDPs) and host communities (HCs). The Partnership is implemented across eight geographies in two regions: MENA (Egypt, Iraq, Jordan, Lebanon) and ESA (Ethiopia, Kenya, Sudan, Uganda). The programme aims to transform the way governments and other stakeholders respond to forced displacement crises, particularly by bridging humanitarian and development approaches. 2027 is the final year of the programme and requires the consolidation of evidence-based results in policy and programmes.

Purpose of the job:

The Programme Specialist is to be based remotely and report to the Global Lead, Migration and Displacement with a dotted line management arrangement with the Policy Specialist (Social Protection – Fragile, Conflict and Displacement settings) in the Nairobi Centre of Excellence.

The Programme Specialist supports UNICEF's policy, programme and partnership engagement on migration, displacement and inclusive social protection, with a particular focus on forced displacement contexts and the PROSPECTS partnership. The position contributes to evidence generation, policy influencing, technical assistance, partnership coordination and global advocacy efforts to strengthen the inclusion of migrant, displaced and returnee children in national systems and services.

III. Key functions, accountabilities and related duties/tasks:

Summary of key functions/accountabilities:

1. Strengthen UNICEF's policy and programme efforts on inclusive social protection for migrant, displaced and returnee children.
2. Support evidence-based advocacy for child and youth centered policy on social protection in displacement contexts, with a particular focus on PROSPECTS countries.
3. Support collaborative partnerships with relevant stakeholders for the inclusion of children and youth on the move, with a special focus on inclusion in social protection.
4. Support UNICEF in implementing and reporting on its GRF pledges and contributing meaningfully to the GRF 2027

Working across two teams, this post will support UNICEF's programme and policy engagement on children's rights in displacement contexts, with a particular focus on inclusive social protection. The Specialist will work collaboratively with colleagues across different teams at UNICEF - in the Global Programme Division, at regional and country office, and with external partners to drive changes in policy and practice. Duties include:

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Social protection, Global Refugee Forum and Children on the move

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Strengthening UNICEF's policy and programme efforts on inclusive social protection and other issues for migrant, displaced, returnee children and host communities, with a special focus on PROSPECTS countries.

- Support the development and utilisation of guidance and tools for inclusive social protection for host, displaced and returnee children
- Provide regions and country offices with high quality technical assistance on displacement issues for children, with a particular focus on building inclusive social protection systems in host and countries of origin.
- Contribute to the inclusion of children on the move in country programme documents for countries impacted by displacement.
- Support the implementation of the social protection pillar in PROSPECTs, in particular the ESAR & MENA Opportunity Fund project on supporting sustainable returns.
- Contribute to team efforts on resource mobilization on inclusive social protection

Support evidence-based advocacy for child and youth centered policy on social protection in displacement ontexts, with a particular focus on PROSPECTS countries. Undertake activities to strengthen UNICEF's policy influencing efforts on social protection in humanitarian and fragile contexts.

- Manage evidence collection for targeted policy influencing and advocacy at regional and global levels.
- Documentation of good practises on social protection in displacement contexts and consolidate common learnings in a thought piece.
- Map and maintain updated information on emerging opportunities for advocacy on inclusive social protection.
- Contribute to the promotion and roll out of theTRANSFORM module on inclusive social protection for the forcibly displaced.

Support collaborative partnerships with relevant stakeholders for the inclusion of children and youth on the move, with a special focus on inclusion in social protection.

- Convene partners to organize an international conference on the social protection and economic inclusion pathways for the forcibly displaced.
- Work closely with relevant stakeholders to identify opportunities to elevate inclusive social protection in the 2027 Global Refugee Forum and the post 2030 agenda.
- Regular engagement with UNICEF staff across sectors and at HQ, regional and country office level, partners, and other external stakeholders engaged to support implementation of the PROSPECTS partnership.
- Support operationalization of the BRIDGE facility, including its promotion outside the PROSPECTs countries.

Support UNICEF's Global Compact on Refugees pledges, including on Child Rights, the Strategic Collaobration Framework with UNHCR, and preparation for the Global Refugee Forum.

- Liaise with Country Offices and partners to report on GCR pledges and advance implementation
- Support the coordination and delivery of the Strategic Collaboration Framework between UNICEF and UNHCR, including global, retional and country efforts
- Support UNICEF's preparation for the 2027 Global Refugee Forum through strategic engagement and coordination.

Others

- Proactively engage in team activities
- Undertake other key responsibilities as required.

CHILD SAFEGUARDING

Child safeguarding involves proactive measures to limit direct and indirect collateral risks of harm to children, arising from UNICEF's work, UNICEF personnel or UNICEF associates. The risks may include those associated with: physical violence (including corporal punishment); sexual violence, exploitation or abuse; emotional and verbal abuse; economic exploitation; failure to provide for physical or psychological safety; neglect of physical, emotional or psychological needs; harmful cultural practices; and privacy violations.

Certain UNICEF positions present elevated child safeguarding risks ("elevated risk roles") and candidates and/or incumbents may be subject to more rigorous vetting and training. Roles may be elevated risk roles because of significant unsupervised direct contact with children, their data, having a role in responding to safeguarding incidents, or being otherwise assessed as presenting an elevated risk. This position has been identified as not being an elevated risk role.
Note: To appropriately categorize this position, please refer to the Guidance on Identifying & Assessing Elevated Risk Roles for this job profile and remove non-applicable description in the highlighted area above.

IV. Impact of Results

The efficiency and efficacy of support provided by the Programme Specialist

I. Measurable change for children and young people through the achievement of defined outcomes and/or outputs at the global, regional and/or national level.

II. Public and private support for the cause of children and UNICEF continues to increase, with new strategic partnerships forged and a measurable increase in resources for children.

III. The final year of the Prospects Programme Phase 3 consolidates results in inclusive Social Protection in both policy and programming in the Prospects countries and in global forums.

Achieving these goals will significantly contribute to the well-being of children.

V. UNICEF values and competency Required (based on the updated Framework)

i) Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability

ii) Core Competencies

- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)

VI. Recruitment Qualifications	
Education:	Advanced university degree in Social Policy, Public Policy, International Development, Development Studies, Economics, Public Administration, Political Science, International Relations, Migration Studies, Forced Displacement Studies, Humanitarian Affairs, Social Sciences or another relevant field
Experience:	At least five (5) years of progressively responsible and relevant professional work experience in social protection, displacement or related fields is essential. Experience of global and regional policy influencing on social protection in displacement contexts is an added advantage. Building and managing complex multi stakeholder processes and networks is required. Desirables • Experience working on refugee, migration or displacement issues. • Experience supporting social protection systems strengthening. • Experience working with governments on policy reform. • Experience with UNHCR, ILO, World Bank, IFC or other multilateral partnerships. • Experience supporting Global Refugee Forum or Global Compact on Refugees processes. • Experience working in fragile, conflict-affected or humanitarian settings. • Experience in Middle East and North Africa and/or Eastern and Southern Africa. • At least 2 years of demonstrated experience of developing technical knowledge products and their systematic dissemination to enhance learning. Assets: • Ability to present complex policy ideas in succinct, engaging ways in written and oral communication. • Knowledge of children's rights, public policy, international development, migration and displacement,and humanitarian issues. • Experience in advocacy and influencing at the international level is 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.