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TERMS OF REFERENCE

Harmful practices data for programming

CONTRACT MODALITY	Individual Consultancy
DUTY STATION	Florance, Italy (Remote)
DURATION OF CONTRACT	4 months

Purpose of Assignment

UNICEF Data & Analytics supports countries in the design, collection, analysis and uptake of data on children. The Child Protection, Development and Disability (CPDD) section of Data & Analytics oversees such work in the area of harmful practices, namely child marriage and female genital mutilation.

To promote the effective uptake of data in programming to address harmful practices, UNICEF has developed and implemented a series of capacity-building initiatives for practitioners whose work involves designing and delivering programmes on the prevention of harmful practices.

This assignment builds upon that work, to develop a toolkit of resources that can support practitioners' work throughout the programme cycle. The purpose of the assignment is to conceptualize and develop this toolkit in a format that is easily accessible to practitioners, that anticipates and meets their needs throughout the programme cycle, and that ultimately serves to improve the quality of programming by enabling evidence-informed choices at every step.

Scope of Work

The consultant will work under the supervision of the CPDD team in UNICEF Data & Analytics. Informed by existing capacity-building resources on data interpretation and use, they will:

- Propose a modality and design for a toolkit on incorporating evidence in harmful practices programming
- Identify evidence needs throughout the programme cycle, and common challenges in the uptake of evidence in programming
- Draft the toolkit, incorporating capacity-building content, multimedia resources, case studies, and troubleshooting guides
- Incorporate feedback from key informants on data and programming
- Revise and finalize the toolkit

Work Assignments Overview	Deliverables/Outputs	Delivery deadline to complete the deliverable
Proposal development	A proposal for the modality and design of a toolkit on evidence-informed programming on harmful practices, including key audience, learning objectives, outline of content, and mode of delivery.	15 January 2027
Data needs assessment	A brief paper (no more than 5 pages) summarizing the needs of practitioners on harmful practices when it comes to using evidence. This should include an overview of the typical evidence needs, analysis of common challenges in the uptake of data through the programme cycle, and reflections on how existing capacity-building resources meet the needs of practitioners and identification of remaining gaps.	5 February 2027
Toolkit draft	A complete draft of the toolkit on evidence-informed programming on harmful practices (note this reflects content only, any production needs including graphic design, editing, etc. are outside the scope of this assignment).	12 March 2027
Final toolkit	Final toolkit on evidence-informed programming on harmful practices, incorporating feedback from D&A and programming colleagues.	30 April 2027

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

- **Education:** Master's degree in social sciences, international development, public health, social work, human rights and international law or other related degree, or equivalent programming experience
- **Work Experience:**
  - At least 8 years of experience in child protection programme planning and implementation is required
  - Proven knowledge and expertise in the area of harmful practices, including within UNICEF and at the inter-agency level
  - Strong experience in project management
- **Skills:**
  - Strong understanding of data collection, analysis and use on harmful practices is required
  - Ability to work with a team as well as independently in a multi-cultural environment
  - Creative, innovative thinker who can translate ideas into practical applications
  - Excellent interpersonal and communication skills, written and verbal
- **Language Requirements:** Fluency in written and oral English is required. Another UN language, especially French, is an asset for this role.