SPECIFIC JOB PROFILE

I. Post Information	
Job Title: **Chief (Good Governance and Child Protection)** Supervisor Title/ Level: **Deputy Representative P5** Organizational Unit: **Programme Section** Post Location: **UNICEF Country Office**	Job Level: **Level 4** Job Profile No.: CCOG Code: Functional Code: Job Classification Level:

II. Organizational 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.

Job organizational context:

The post leads the Good Governance and Child Protection Results Area in the UNICEF Country Office. The Results Area brings together work to strengthen governance for child rights, including decentralization, public administration, accountability, participation, evidence use and equitable service delivery, with strategic oversight of the Child Protection programme. The Results Area also anchors cross-cutting capacities for community engagement, including child and youth participation; social and behaviour change as well as equity and inclusion (gender equality, disability, ethnic minorities and migration) - that will also support other Results Areas.

Purpose for the job:

The Chief of Good Governance and Child Protection reports to the Deputy Representative for general guidance and direction and works closely with other Chiefs given the cross-cutting importance of governance and child rights issues. The Chief provides overall managerial and strategic leadership for the Results Area. The position provides direct, in-depth technical leadership on good governance for child rights, while ensuring general oversight and strategic direction for Child Protection, drawing on the technical leadership of the Child Protection Manager (NOD) within the team.

The Chief is accountable for translating the Country Programme into coherent strategies, partnerships and results across the four outputs. The incumbent ensures that governance reforms, subnational systems and accountability mechanisms improve the quality, equity, accessibility and responsiveness of services for children, while ensuring that the child protection programme contributes to a protective environment and effective systems that prevent and respond to violence, exploitation, abuse and neglect. The Chief also provides leadership for key cross-cutting priorities such as community engagement, including child and youth participation; social and behaviour change and equity and inclusion focused programming (including gender equality, disability, ethnic minorities and migration).

III. Key functions, accountabilities and related duties/tasks *(Please outline the key accountabilities for this position and underneath each accountability, the duties that describe how they are delivered. Please limit to four to seven accountabilities)*

Summary of key accountabilities

1. **Managerial and strategic leadership**
2. **Programme development, strategic and technical leadership on good governance for child rights**
3. **Strategic direction and general oversight for child protection**
4. **Programme management, monitoring, risk management and resource stewardship**
5. **Policy advice, advocacy, partnerships and resource mobilization**
6. **Innovation, knowledge management and capacity development**
7. **Emergency preparedness, response and child safeguarding**

1. **Managerial and strategic leadership**
   - Lead the development and implementation of the Results Area annual work plan, setting clear priorities, results, targets, performance measures and accountabilities across good governance and child protection.
   - Provide direct strategic and managerial leadership for the good governance and child protection portfolio, while relying for technical leadership for child protection by the Child Protection Manager. The Chief retains overall accountability for strategic coherence, programme quality and results across the Results Area.
   - Provide direct strategic and managerial leadership for cross-sectoral support for social behavior change (SBC), equity and inclusion (gender equality, disability, ethnic minorities and migration), adolescent and youth engagement with other Result Areas.
   - Establish clear individual performance objectives, provide regular guidance and feedback, promote collaboration and staff well-being, and ensure timely performance management and professional development.
   - Foster an inclusive, respectful and high-performing team culture that supports cross-sectoral work with other results areas, planning monitoring and evaluations; partnerships and public engagement; operations and other relevant functions.
   - Advise country office senior management on governance and child protection trends, strategic opportunities, risks and implications for the Country Programme.

2. **Programme development and technical leadership on Good Governance for Child Rights**
   - Provide authoritative technical leadership for the design, implementation and review of UNICEF support to governance reforms that advance child rights and reduce inequities.
   - Lead analysis of national and subnational governance systems, including institutional mandates, decentralization, intergovernmental coordination, public administration, participation, transparency, accountability and the responsiveness of services to children and communities.
   - Guide engagement with central and local authorities to strengthen child-sensitive planning, coordination, budgeting, implementation, monitoring and accountability for essential social services.
   - Promote meaningful participation of children, adolescents, families and communities in public decision-making, service monitoring and social accountability, with appropriate safeguarding and inclusion measures.
   - Lead the generation and use of evidence on governance bottlenecks, disparities and service delivery performance, and translate findings into practical policy options, institutional reforms and capacity-development strategies.
   - Ensure governance programming is grounded in results-based management, political economy awareness, human rights principles, gender equality, disability inclusion, climate resilience and the Leave No One Behind commitment.
   - Position good governance as an enabling agenda across the Country Programme, supporting other programme sections to strengthen systems, institutions, accountability and subnational delivery for children.

3. **Strategic direction and general oversight of Child Protection**

- Provide strategic direction and general oversight for child protection, ensuring alignment with the Country Programme, UNICEF Strategic Plan, national priorities, the Convention on the Rights of the Child and relevant international standards.
- Ensure that the Child Protection Manager leads detailed technical design and implementation, while the Chief maintains oversight of programme coherence, quality, risk, resources, partnerships and results.
- Promote synergies between child protection and good governance, including stronger institutional accountability, coordinated service delivery, local planning, public participation, data governance and sustainable financing for protection systems.

4. **Programme management, monitoring, risk management and resource stewardship**

- Ensure coherent planning, implementation, monitoring and evaluation across the combined portfolio, with clear theories of change, indicators, baselines, targets and mechanisms for learning and adaptation.
- Participate in programme reviews, evaluations and annual reviews with government and other partners, assess progress and ensure timely corrective action to address bottlenecks and risks.
- Oversee the preparation and quality assurance of programme proposals, work plans, partnership documents, donor reports, management responses and other required documentation.
- Plan, approve, monitor and control the use of financial, human and administrative resources in compliance with UNICEF rules, donor commitments and standards of accountability and integrity.
- Ensure that risk analysis, safeguarding, fraud prevention, protection from sexual exploitation and abuse, environmental and social safeguards, and duty of care are integrated into programme design and management.
- Use monitoring, evaluation and research findings to improve programme quality, demonstrate results and inform decisions on adaptation, replication and scale.

5. **Policy advice, advocacy, partnerships and resource mobilization**

- Provide high-level policy advice and technical support to government, the UN Country Team, development partners, civil society, academia and other stakeholders on governance for child rights and strategic child protection priorities.
- Build and sustain partnerships with national and subnational government, UN agencies, bilateral and multilateral partners, international financial institutions, civil society, children and young people, research institutions and the private sector.
- Convene partners around governance and child rights issues and represent UNICEF in relevant national and inter-agency policy dialogues, planning processes, ensuring that child rights, equity and protection priorities are reflected in development agendas and reforms.
- Lead evidence-based advocacy and communication strategies and use them to position UNICEF as a thought leader for governance and child protection to advocate for action by decision-makers and the public.

- Identify strategic partnerships opportunities and lead efforts to mobilise and leverage resources, donor engagement and partnership development for the Results Area .
- Ensure partnerships are coordinated, complementary and designed to strengthen national ownership, institutional capacity and sustainability.

6. Innovation, knowledge management and capacity development

- Promote critical thinking, innovation and responsible experimentation to improve governance, public participation, accountability and child protection systems.
- Identify, document and disseminate lessons, good practices and scalable approaches from Viet Nam and comparable contexts.
- Build the capacity of government institutions, local authorities, civil society, service providers and other partners to plan, coordinate, implement and monitor child-rights results.
- Connect Viet Nam to and support it to contribute to regional and global expertise and learning networks and draw on UNICEF global and reigonal expertise to strengthen national programming and policy influence.

7. **Emergency preparedness, response and child safeguarding**

- Ensure effective and timely emergency preparedness, business continuity, risk-informed planning and appropriate response arrangements.
- Provide leadership for Results Area's contribution to humanitarian coordination and response, including continuity of essential services, protection risk mitigation and support to affected children and families.
- Ensure that UNICEF-supported interventions are conflict-sensitive, climate- and disaster-risk informed, and attentive to the needs of children facing heightened vulnerability.
- Ensure appropriate prevention, reporting and response measures are applied in line with UNICEF child safeguarding requirements.

IV. Impact of Results (*Please briefly outline how the efficiency and efficacy of the incumbent impacts its office/division and how this in turn improves UNICEF's capacity in achieving its goals)*

Effective leadership by the Chief of Good Governance and Child Protection strengthens UNICEF's ability to influence policies, institutions, public systems and partnerships so that children's rights are reflected in decisions and translated into equitable, accountable and quality services. Strong technical leadership on Good Governance for Child Rights improves the responsiveness of national and subnational institutions, expands participation and accountability, and helps address systemic bottlenecks that affect children across sectors.
Strategic oversight and direction of Child Protection programming contributes to stronger prevention and response systems and a safer environment for children. The portfolios reinforce UNICEF's credibility as a trusted partner, improve programme coherence and

sustainability, and contribute to concrete results for children, particularly those who are disadvantaged, excluded or at heightened risk.

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

i) Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability
- Sustainability

ii) Core Competencies (For Staff with Supervisory Responsibilities) *

- Nurtures, Leads and Manages People (2)
- 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)

iii) Technical competencies

- Advanced knowledge and experience of governance, public finance and institutional reform, decentralization and accountability as they relate to the realization of child rights.
- Ability to connect institutional and governance reforms with global expertise and networks and translate advocacy and technical assistance to bring about practical improvements in equitable, inclusive and quality services for children.
- Strong understanding of rights-based programming, results-based management, evidence use, policy advocacy and systems strengthening.
- Ability to provide strategic oversight for child protection and to identify when specialized technical advice is required.
- Excellent leadership, negotiation, communication, partnership-building and representation skills. Sound judgement and experience in dealing with sensitive governance and child rights issues and proven track record in managing programme, reputational, safeguarding and operational risks.

VI. Recruitment Qualifications

Education:	An advanced university degree in public policy, public administration, governance, political science, international development, law, human rights, economics, social sciences, sociology, or another relevant technical field is required.
Experience:	• A minimum of 8 years of relevant work experience in governance, public administration, decentralization, institutional reform, social policy, child rights, or related programme planning and management or any other related fields. • Demonstrated senior-level expertise in good governance for child rights, including experience in one or more of the following areas: social policy, public finance, decentralization, public administration, participation, transparency and accountability. • Experience providing strategic oversight of multidisciplinary programmes and managing teams, partnerships, budgets and results. • Sound judgement and experience in dealing with sensitive governance and child-rights issues. • Experience working with government institutions at national and/or subnational level, as well as with development partners, including international financial institutions. • Experience in child protection policy, systems or programming, or demonstrated ability to oversee child protection work through qualified technical staff is an advantage. • Experience in humanitarian or emergency contexts is an advantage.
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.

VII. Child Safeguarding

(Please respond with Yes or No)

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)?:	Yes
Is this post a direct contact role in which incumbents 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?:	Yes
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:	Yes