GENERIC JOB PROFILE

I. Post Information	
Job Title: **Social Policy Specialist (BRIDGE Coordination)** Supervisor Title/ Level: **Policy Specialist – Social Protection (Fragile, Conflict and Displacement)** Organizational Unit: GPD Economic & Social Policy Post Location: **Jordan – Amman (Fully Remote)**	Job Level: **Level 4 (1 year TA)** Job Profile No.: CCOG Code: 1F Functional Code: **ESP** Job Classification Level: **Level 4**

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:

The Child Poverty Centre of Excellence contributes to UNICEF's strategic results on child poverty, social protection, cash assistance, public finance, and livelihoods. Working in close collaboration with UNICEF Country Offices, the Centre provides strategic support to governments, regional bodies, and national partners to reduce multidimensional child poverty and to promote inclusive and resilient economic and social policy solutions that advance the fulfilment of children's rights. This work contributes directly to Impact Result #3 of UNICEF's2026–2029 Strategic Plan and to Sustainable Development Goals 1 and 10. Recognising the specific barriers to rights and multi-dimensional poverty faced by children and youth on the move, the Child Poverty CoE provides 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 adds strategic value to the CoE's work on reducing multi-dimensional poverty among children and youth on the move. This is a 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). As a part of PROSPECTs, UNICEF, UNHCR and the ILO have established a joint initiative called *"Bridging Social Protection and Economic Inclusion for Resilience of Displaced Persons and Host Communities (BRIDGE)"* to offer joined up technical assistance to advance inclusive social protection. The expertise needed is embedded in existing agencies' structures, based on each agency's comparative advantage. A well-run **BRIDGE** facility is a formal deliverable of the PROSPECTs partnership and forms a part of UNICEF & UNHCR's Strategic Collaboration Framework 2024-2030 (SCF).

Purpose of the job:

Under the supervision of the Policy Specialist, Social Protection, and working within the strategic direction established by the BRIDGE inter-agency steering group, the Social Policy Specialist (BRIDGE Coordination) leads the operationalization and coordinated delivery of the BRIDGE facility. The position provides authoritative technical and strategic guidance on inclusive social protection in forced-displacement contexts and ensures that country requests are translated into coherent, timely and high-quality inter-agency technical assistance, capacity development and knowledge support.

The Specialist establishes and manages the facility's operating arrangements, coordinates participating agencies and technical experts, oversees delivery and results monitoring, and represents BRIDGE in relevant policy and partnership forums. The

position also supports resource mobilization and the longer-term sustainability and strategic positioning of the facility.

III. Key function, accountabilities and related duties/tasks

The post holder is responsible for leading the operationalization of BRIDGE, including design and roll out of its operational arrangements, inter agency coordination and timely and effective delivery of technical assistance in response to country requests. The Coordinator will draw on the complementary mandates, expertise and capacities of partner agencies to support inclusive social protection for forcibly displaced persons, returnees and host communities.

The post holder's main tasks and responsibilities will include but not be limited to:

Planning and operations

- Lead the development of the BRIDGE operational design, and pilot and phased implementation plans including practical use cases to clarify how the facility will function across different country contexts.
- Analyse agency specific procedures for technical assistance provision to develop aligned standard operating procedures for sourcing and providing technical expertise across the partner agencies.
- Establish and periodically review BRIDGE's governance, operating model, service-delivery processes and implementation arrangements, drawing on the mandates, procedures, expertise and capacities of participating agencies..
- Develop and maintain a consolidated workplan endorsed by the inter-agency steering group.

Coordination and team management

- Establish and maintain effective coordination mechanisms among BRIDGE at relevant levels to ensure smooth delivery of BRIDGE outcomes and outputs.
- Convene regular partner meetings, prepare agendas and action points, update workplan progress, facilitate decisions, and ensure follow-up on agreed actions referring to the interagency steering group as needed.
- Manage the country support request process, ensuring that requests are assessed and translated into clearly scoped technical assistance.
- Establish and maintain a chart of services (ie service offer) and a roster of experts embedded in partner agencies and external stakeholders that can be mobilized for technical assistance, capacity development and knowledge activities.
- Oversee the implementation, monitoring and reporting of the BRIDGE workplan, in line with the BRIDGE Opportunity Fund proposal, to ensure that all deliverables are achieved and agency budgets utilized by December 2027.
  Provide functional leadership and coordination to a multi-agency, multi-location network of technical experts and focal points, while respecting established agency reporting and accountability arrangements.

Technical coherence and coordination of global products

- Maintain an overview of ongoing and planned research, analytical work, guidance and capacity-building initiatives relevant to BRIDGE across partner agencies, identifying overlaps, gaps and opportunities for joint delivery.

- Identify related initiatives at global, regional and country levels, clarify their scope and agency involvement, and facilitate coordination.
- Coordinate capacity-building plans and activities across partners, mobilizing expertise and resources for joint delivery and promoting the use of shared materials and complementary training approaches.
- Advocate for the harmonization and, where appropriate, consolidation of guidance, tools and learning products, reducing duplication and ensuring that country teams receive clear and consistent technical advice.
- Provide technical quality assurance to ensure that BRIDGE-supported advice, tools and capacity-development products reflect evidence, international standards and operational realities relating to inclusive social protection, forced displacement and economic inclusion.

Representation and leadership

- Support inter-agency group to engage with strategic stakeholders for positioning BRIDGE as a coordinated inter-agency facility for technical assistance, capacity building and knowledge management on inclusive social protection for the forcibly displaced, returnees and host communities.
- Promote awareness and appropriate use of BRIDGE services in forced displacement and returnee settings, including in PROSPECTs countries.
- Represent BRIDGE in external events, policy dialogues and other communication events to strengthen its promotion.
- Build partnerships and coalitions to expand membership of BRIDGE to access and provide support in the three core areas of support of BRIDGE.

Resource mobilization and advocacy

- Support and coordinate the mobilization of resources to ensure the effective functioning of BRIDGE beyond 2027, and plan for its subsequent sustainability – including through involvement of other partners and expanding to other geographical regions.
- Monitor, analyse and communicate information about BRIDGE financial situation and resource mobilization and identify appropriate actions to address gaps or constraints.
- Contribute to global advocacy and influencing for furthering inclusive social protection for the forcibly displaced, returnee and host populations, including at the GRF 2027 and post 2030 agenda.
- Oversee the development and dissemination of evidence, learning products and strategic communications that support BRIDGE's visibility, knowledge-sharing, advocacy and resource mobilization objectives.

IV. Impact of Results

Effective performance of this position will establish BRIDGE as a coherent and responsive inter-agency mechanism for delivering technical assistance on inclusive social protection and economic inclusion in forced-displacement contexts. The position will improve the quality, consistency and timeliness of support provided to governments

and country teams; reduce duplication across participating agencies; strengthen joint evidence, tools and learning; and support the development of more inclusive and shock-responsive national social protection systems for forcibly displaced persons, returnees and host communities.

The position will also strengthen UNICEF's contribution to the PROSPECTS Partnership and its credibility as a technical and convening partner on social protection in fragile and displacement settings, while supporting the facility's sustainability, resource base and strategic relevance beyond the current funding period.

V. Competencies and level of proficiency required (based on UNICEF Professional Competency Profiles)

i) Core Values

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

ii) Core Competencies (For Staff with Supervisory Responsibilities)

- Nurtures, Leads and Manages People
- Demonstrates Self Awareness and Ethical Awareness
- Works Collaboratively with others
- Builds and Maintains Partnerships
- Innovates and Embraces Change
- Thinks and Acts Strategically
- Drive to achieve impactful results
- Manages ambiguity and complexity

iii) Core Competencies for Staff without Supervisory Responsibilities

- Demonstrates Self Awareness and Ethical Awareness
- Works Collaboratively with Others
- Builds and Maintains Partnerships
- Innovates and Embraces Change
- Thinks and Acts Strategically
- Drives to Achieve Impactful Results
- Manages Ambiguity and Complexity

VI. Recruitment Qualifications

Education:	An advanced university degree in economics, public policy, social policy, social protection, development studies, international development, political science, international relations, or another relevant social science field is required.

Experience:	• A minimum of eight years of progressively responsible professional experience in social protection, social policy, cash programming, economic inclusion or another closely related field is required. • Demonstrated experience in social protection programme/policy design, systems strengthening or technical assistance is required. • Experience in inter-agency or multi-partner coordination, including working with governments, UN agencies or development/humanitarian partners, is required. • Experience working in forced displacement, humanitarian, fragile or conflict-affected contexts is required. .**Desirable/Asset** • Experience working across countries at the regional or global level is an asset. • Relevant experience within the United Nations system, an International Financial Institution or another multilateral organization is an asset. • Experience in resource mobilization and/or knowledge management is an asset.
Language Requirements:	Fluency in English is required. Knowledge of other UN official languages (Arabic, Chinese, French, Russian or Spanish) is considered an asset.

VII. Child Safeguarding	
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 the 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 the position will be required to engage with vulnerable children?	NO