



# United Nations – UN-Secretariat

## United Nations Mission in South Sudan (UNMISS)

Junior Professional Officer Program (JPO), Chiffre Nr. 2024-1-01

### TERMS OF REFERENCE

#### I. General Information

**Title:** JPO in Child Protection

**Sector of Assignment:** Child Protection

**Organization/Office:**

United Nations Mission in South Sudan (UNMISS) / Department of Peace Operations (DPO), Policy, Evaluation and Training Division (DPET), Policy and Best Practices Service (PBPS)

**Country and Duty Station:**

Year 1: Juba, South Sudan, Year 2: New York, United States

**Duration of assignment: 2 years with possibility of extension for another year.** The extension of appointment is subject to yearly review concerning priorities, availability of funds, and satisfactory performance

**Please note that for participants of the JPO-Programme two years work experience are mandatory!** Relevant work experience can be counted. In order to assess the eligibility of the candidates, we review the relevant experience acquired after obtaining the first university degree (usually bachelor's degree).

#### II. Supervision

**Title of Supervisor:**

Year 1: UNMISS Chief Child Protection Unit

Year 2: Child Protection Team Leader

**Content and methodology of supervision:**

Technical skills will be acquired through mentoring, on-the-job training, and, where required, through external capacity building initiatives. Initial supervision will be as intense as necessary, gradually guiding the JPO towards greater independence and responsibility. In addition to daily informal contact, team meetings will be held on a weekly basis. Review meetings on the workplan (see below) with the supervisors will be held regularly. The JPO may travel to UN regional bases as well as to UN peacekeeping operations, including for training, workshops, policy development, and technical support, in which case he/she will submit mission reports. The JPO will be encouraged and guided to manage all aspects of his/her work, including planning, implementation, and review.

**Establishment of a work plan:**

During the first month of year 1 and year 2, the JPO will work jointly with his/her direct supervisor to finalize an agreed work plan. The final work plan will be discussed and mutually agreed to by the JPO and his/her supervisor.

**Evaluation:**

The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to evaluate of the JPO's performance.

**III. Duties, Responsibilities and Output Expectations****Year 1 with UNMISS**

Under the supervision of the Chief Child Protection Officer, the JPO will:

1. Provide support to the monitoring and reporting on grave violations against children in situations of armed conflict:
  - Participate in monitoring missions and field visits to different regions as and when required and participate in joint assessments/security assessments and evaluations relating to child protection issues,
  - Support investigations as and when required on violations and abuses of the rights of children in collaboration with Mission counterparts,
  - Ensure up-to-date information sharing on substantive matters related to the rights of the child,
  - Contribute to liaison with national authorities, civil society, UN actors, non-governmental organizations (NGOs), the host government, and relevant coordination mechanisms in ensuring adequate responses to violations committed against children,
  - Carry out mapping of services available for children in areas affected by armed conflict (and update) and work with Mission counterparts and partners to support the development of programmes to protect children from becoming associated to armed conflict, and the reinsertion of children victims of armed conflict,
  - Support the drafting of inputs on violations and abuses of the rights of children to periodic reports (including but not limited to reports of the Secretary-General on the situation in South Sudan and on children and armed conflict).
2. Support the in implementation of the Monitoring and Reporting Mechanism (MRM) pursuant to S/RES/1612 (2005) in South Sudan:
  - Provide technical support and help organize and coordinate periodic meetings held on the MRM mechanism,
  - Support the functioning of the database for the MRM, in collaboration with MRM partners,
  - In collaboration with team members, UNICEF, and Mission counterparts, support the development of training materials for the MRM on grave violations against children, and child rights violations/abuses emanating from the armed conflict,
  - Provide support for the training of international and national partners reporting under the MRM, and carry out trainings as and when required,
  - Carry out specialized trainings for Mission counterparts on the MRM, as and when required,
  - Update MRM reports in the Result Based Budgeting (RBB) database on a regular basis.
3. Provide support for the improvement of data collection, analysis, and visualization of child protection activities. Under the guidance and supervision of the reporting team lead:
  - Support the identification and evaluation of relevant and critical data and information for addressing child protection challenges, ensuring alignment with ethical standards

- and international child protection principles,
  - Analyze collected data to identify trends, patterns, and key insights that inform child protection strategies, policies, and interventions,
  - Support to create clear and compelling visualizations (e.g., charts, graphs, dashboards) to present data findings effectively to a variety of stakeholders, including program managers, policymakers, and donors,
  - Support the team with the preparation of comprehensive reports, including data driven recommendations and insights to support evidence-based decision-making in child protection efforts.
4. Support the Child Protection Unit in the coordination of field operations. Under the guidance and supervision of the coordination & operations team lead:
- Support Field Office Child Protection Unit's operations and programs by reviewing concept notes, applying for required resources and liquidation of respective funds,
  - Support the Operations team in tracking funding for the Unit's budget in line with the Results Based Budget (RBB),
  - Assist in monitoring the budget/work programme with respect to various budgets, trust funds, grants and other funds on a regular basis, and records reallocations of resources and implements the reallocations as necessary,
  - Collect data from relevant databases and assist in preparation of financial reports; and provide assistance in the review, and preparation of the medium-term plan and its revisions,
  - Support the implementation of Action Plans with armed groups to end and prevent the six grave violations against children in situation of armed conflict,
  - Conduct dialogue with armed groups and other relevant stakeholders on the impact of their operations on children, to mitigate the effect of the conflict in the center region on children,
  - Provide training on child rights and child protection to military, police, and civilian staff of the mission,
  - Liaise with stakeholders on the care and management of children associated with armed groups, including appropriate response.

## Year 2 with PBPS

Under the supervision of the Child Protection Team Leader, the JPO will:

4. Assist in the identification, development and dissemination of policy and guidance, in particular:
- Participate in the development and roll out of specific policy and guidance on child protection in UN peacekeeping operations,
  - Support the Child Protection Team in working on cross-cutting thematic concerns where applicable and necessary (conflict-related sexual violence, gender, protection of civilians, human rights) with other PBPS Protection teams and other actors,
  - Support the integration of child protection into the work of UN peacekeeping operations through the provision of child protection inputs and perspectives in cross cutting and overarching guidance, also in line with the Secretary-General's Action for Peacekeeping initiative (A4P) and A4P+.
5. Contribute to the development/update, roll-out, implementation and evaluation of training and guidance on child protection, including but not limited to:
- Support the continued review and update of training on child protection for UN peacekeeping personnel as well as the planning, delivery, and evaluation of training on child protection for UN peacekeeping personnel, including by providing substantive, administrative and logistical support,
  - In close coordination with the rest of the Child Protection Team, support the

development/update, roll-out, implementation and evaluation of Force Commander's and Police Commissioner's Directives on Child Protection, including capturing best practices to improve the quality of the Directives, in coordination with the Senior Child Protection Advisers, Force Commanders and Police Commissioners in MINUSCA, MONUSCO and UNMISS,

- Ensure that the gender and age-specific needs of girls and boys are mainstreamed throughout the training materials and related training activities as well as the Force Commander's and Police Commissioner's Directives and related in-mission training,
- Support liaison with relevant child protection actors, including DPO's Conflict-Related Sexual Violence (CRSV) and Protection of Civilians (POC) Teams, the Integrated Training Service (ITS), the Police Division (PD), the Office of Military Affairs (OMA), as well as the Department of Political and Peacebuilding Affairs (DPPA), UNICEF, the Office of the Special Representative of the Secretary-General for Children and Armed Conflict (OSRSG-CAAC), and child protection focal points and staff in the field.

6. Support the Child Protection Team in all other tasks, including, but not limited to:
- Producing briefings, code cables, speeches, and presentations on child protection in UN peacekeeping operations,
  - Representing child protection concerns and strategic priorities in DPO planning meetings and coordination fora, and providing technical support to the Department on budgetary, staffing and other issues and processes, as tasked by the Child Protection Team Leader,
  - Providing substantive, methodological, and operational support and backstopping to Child Protection Advisers and staff in the field when required, including through field visits as appropriate and subject to availability of funds,
  - Under the supervision and guidance of the Child Protection Team Leader, coordinate between DPO and key child protection actors, including OSRSG-CAAC, UNICEF, international non-governmental organizations, academic institutions, and think-tanks, and maintain effective partnerships to promote coherent DPO responses to child protection concerns,
  - Contribute to DPO's broader stream on protection and participate in the relevant coordination mechanisms as assigned.

#### **IV. Qualifications and Experience**

##### **Education:**

**Master's degree** in the field of political science, international relations, law, or a related subject is required.

##### **Work experience:**

A minimum of two years of progressively responsible experience in human rights, child protection, peacekeeping, humanitarian affairs, international law or international relations, including analysis, research and writing, is required. International field experience in the domains of human rights, peacekeeping or protection is strongly desirable. Experience in policy making and/or training development/delivery is desirable.

##### **Languages:**

English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in oral and written English is required; fluency in oral and written French is desirable. Knowledge of a third UN official language is an advantage.

##### **Other skills:**

Knowledge/background in project management would be an asset. Proficiency in Microsoft Office applications, and use of various software and media platforms, databases and

dashboards for data analysis and data visualization (e.g., Excel, PowerPoint, EFM Verint, Power BI, SharePoint) is highly desirable.

### **UN competencies:**

**PROFESSIONALISM:** Shows pride in work and in achievements; Demonstrates professional competence and mastery of subject matter; Is conscientious and efficient in meeting commitments, observing deadlines and achieving results; Is motivated by professional rather than personal concerns; Shows persistence when faced with difficult problems or challenges; Remains calm in stressful situations.

**COMMUNICATION:** Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify and exhibits interest in having two-way communication; Tailors language, tone, style and format to match the audience; Demonstrates openness in sharing information and keeping people informed.

**TEAMWORK:** Works collaboratively with colleagues to achieve organizational goals; Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; Places team agenda before personal agenda; Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

**PLANNING & ORGANIZING:** Develops clear goals that are consistent with agreed strategies; Identifies priority activities and assignments; adjusts priorities as required; Allocates appropriate amount of time and resources for completing work; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently.

### **Workforce Diversity**

The United Nations believes that an inclusive culture attracts the best talent and encourages all qualified applicants, regardless of gender, disability, sexual orientation, cultural or religious backgrounds, to apply.

## **V. Learning Elements**

Upon completion of the assignment, the JPO will have/be able to:

- Understand the child protection mandate of peacekeeping operations and the work of the United Nations on child protection and protection broadly,
- Understand current issues and challenges facing UN peacekeeping operations,
- Support the development of training materials,
- Support inter-agency coordination, as well as the organization of high-level workshops and meetings with external partners,
- Use DPO tools to capture and share knowledge,
- Collect and analyze field practice and identify lessons learned and recommendations, and
- Contribute to policy development, implementation, and evaluation.

## **VI. Background Information**

In 1999, the Security Council adopted resolution 1261 which placed the issue of children and armed conflict (CAAC) on the peace and security agenda. Since then, the Council has

adopted several resolutions on CAAC and has progressively included child protection provisions in peacekeeping mandates. Today there are more than 90 Child Protection staff in peacekeeping and political missions, including in Afghanistan, the Central African Republic, the Democratic Republic of the Congo, Iraq, Mali, Somalia, South Sudan and Sudan. In 2009, what was then known as the Department of Peacekeeping Operations (DPKO) issued a Child Protection Policy outlining the scope of the Department's engagement on child protection based on relevant Security Council resolutions. The policy also defined the core functions of CPAs, the role of senior leadership and DPO's partnerships with key child protection stakeholders. The policy was endorsed by what was then known as the Department of Political Affairs (DPA) in 2010, and it was updated in 2017.

### **Year 1: UNMISS Child Protection Unit**

The JPO position will be located in the Child Protection Unit, Office of the Deputy Special Representative of the Secretary-General (Resident/Humanitarian Coordinator). The Child Protection Unit is responsible for mainstreaming, training, and providing strategic advice on child protection concerns throughout the mission; monitoring and reporting on violations against children; advocating on behalf of children; advising mission leadership; engaging in dialogues with parties to the conflict to end and prevent violations against children; and coordinating child protection responses.

The JPO will work under the direct supervision of the Chief Child Protection Officer and in close coordination with relevant colleagues and partners. He/she will, inter alia, contribute to monitoring, documenting, and reporting on grave violations against children; support coordination and collaboration with other Mission components and external partners; support advocacy, capacity-building and technical support to strengthen the national child protection framework; support training on child protection; and contribute to efforts aimed at preventing violations against children.

### **Year 2: Child Protection Team**

The Child Protection Team in the Policy and Best Practices Service (PBPS) of the Policy, Evaluation and Training Division, Department of Peace Operations (DPO) at UNHQ is responsible for supporting the work of CPAs through the development of policy, guidance, and training and for providing substantive and operational support. The team's role is to develop, disseminate and provide specialized child protection training for uniformed and civilian United Nations peacekeeping operations personnel; to identify and disseminate good practices and lessons learned from the field, and inform additional guidance and policy development accordingly; to provide expert substantive support on child protection issues, methodologies and tools for child protection staff and other mission components in mission settings; to provide child protection expertise and advice to relevant DPO offices at United Nations Headquarters; to build partnerships and represent DPO on child protection matters in relevant Member State and coordination fora; and to monitor and evaluate the impact and compliance with relevant policies on an ongoing basis by developing relevant performance indicators.

This JPO will work within the Child Protection Team and as part of a broader protection coordination team. The JPO position will be located in the Policy and Best Practices Service (PBPS) of the Policy, Evaluation and Training Division (DPET), Department of Peace Operations (DPO). The JPO will work under the direct supervision of the Child Protection Team Leader and in close coordination with relevant colleagues and partners. He/she will, inter alia, assist in the identification, development and dissemination of policy and guidance,

cross-cutting thematic concerns where applicable and necessary (conflict-related sexual violence, gender, protection of civilians, human rights) with other PBPS Protection teams and other actors, support the integration of child protection into the work of UN peacekeeping operations through the provision of child protection inputs and perspectives in cross-cutting and overarching guidance.

**Bitte senden Sie Ihre JPO-Bewerbung direkt an das Büro  
Führungskräfte zu Internationalen Organisationen (BFIO) unter  
Angabe der Chiffre Nr. 2024-1-01 auf dem Bewerbungsbogen  
Alle Informationen finden Sie unter [www.bfio.de](http://www.bfio.de)**