

Job no: 585379

Contract type: Fixed Term Appointment

Duty Station: Kinshasa

Level: P-5

Location: Democratic Republic of Congo

Categories: Communication

This is a re-advertisement, candidates who have already applied do not need to re-apply.

UNICEF works in over 190 countries and territories to save children's lives, defend their rights, and help them fulfill their potential, from early childhood through adolescence.

At UNICEF, we are committed, passionate, and proud of what we do for as long as we are needed. Promoting the rights of every child is not just a job – it is a calling.

UNICEF is a place where careers are built: we offer our staff diverse opportunities for professional and personal development that will help them reinforce a sense of purpose while serving children and communities across the world. We welcome everyone who wants to belong and grow in a diverse and passionate culture, coupled with an attractive compensation and benefits package.

Visit [our website](#) to learn more about what we do at UNICEF.

For every child, *the right to a Future*

The Democratic Republic of the Congo (DRC) stands at a crossroads between immense natural wealth and extraordinary human potential. With an estimated 113 million inhabitants, including 61 million young people under 18 years of age, the DRC boasts one of Africa's youngest populations - a generation of energy, creativity, and promise capable of shaping a future of peace, innovation, and prosperity. Spanning 2.3 million km², an area comparable to Western Europe, the DRC is Africa's second-largest country and shares borders with nine nations, making it a natural hub for regional trade, integration, and cooperation. Beneath its soil lie some of the world's richest mineral and environmental reserves: the Congo Basin rainforest, a vital carbon sink for the planet, and abundant deposits of cobalt, copper, gold, and uranium, which are essential to the global green transition and digital economy. This powerful combination of natural and human capital positions the DRC as a strategic engine for Africa's sustainable development. However, decades of conflict and instability-particularly in the east-have left deep scars. As of 2024, 25.4 million people, including 14.9 million children, were living amidst violence, disease, and extreme poverty, while 7 million were internally displaced. Ongoing governance challenges and structural constraints continue to hinder progress, and the DRC ranks among the lowest on global development indices. The country hosts the second largest displaced population in the world, with children exposed to heightened risks of violence, abuse, and deprivation, and many lacking access to basic services such as clean water, healthcare, and education. Compounding these challenges, the DRC faces recurrent epidemics including Ebola, cholera, measles, and polio. Despite these adversities, the resilience of Congolese communities remains unwavering. Across the country, youth, women, and local innovators are driving positive change-from peacebuilding and education initiatives to renewable energy solutions and digital-skills programs. If nurtured through sustained investment in education, employment, governance, and

innovation, the DRC's demographic dividend could become the foundation for a new era of stability and shared growth.

In this complex environment, UNICEF continues to play a pivotal not only as a humanitarian actor but as a key development partner and catalyst for systems strengthening and inclusive growth. Through integrated, multi-sectoral programming and strong collaboration with government and partners, UNICEF bridges emergency response with long-term development and resilience-building efforts, ensuring that investments in children translate into sustainable, system-wide results. The DRC's challenges are undeniable-but so too is its extraordinary potential. With its unparalleled natural endowment and a generation of 61 million young Congolese-motors of hope, peace, and prosperity- the Democratic Republic of the Congo holds the key to a more sustainable, inclusive, and equitable future for Africa and the world. UNICEF DRC is one of the largest and most dynamic country offices globally, with an annual budget of USD 300 million, a team of 366 staff, and six field offices in addition to the national office in Kinshasa. Operating in a context of both significant humanitarian needs and growing development opportunities, the office has recently undergone restructuring to enhance efficiency and deepen engagement with communities and government partners.

How can you make a difference?

The Communication and Advocacy Section, comprising four fixed-term staff and led by a P-5 Chief of Communication, plays a pivotal role in shaping UNICEF's visibility, partnerships, and public engagement. Key work includes media engagement, supporting programmes teams, organizing World Children's Day events, and leading young engagement on environmental and climate change issues.

Key accountabilities and duties & tasks:

- Communication strategy: Ensure that the Country Office has a clear communication strategy and associated work plan to support the country programme objectives and get children's issues into the public domain, strengthen political will in support of UNICEF's mission and objectives, and enhance the organization's credibility and brand.
- Media relations: Ensure that the Country Office has a well-managed country communication team that maintains and continually develops a contact list of journalists and media outlets covering all media – print, TV, radio, web etc. – and a successful process of communicating and maintaining regular contact and close collaboration with the media to communicate the story of UNICEF's cooperation to a wider audience. New ways are identified to increase positive exposure and leverage that prominence for new opportunities for UNICEF.
- Communication, networking and partnerships: Manage a country communication team to ensure that the Country Office has a well maintained and continually developed contact list of individuals, groups, organizations and fora (including business), whose support is essential to/can assist in achieving the advocacy and communication objectives of the communication strategy. Network is developed, strengthened and maintained with the UN Country Team, UN communication counterparts and high-level counterparts in key partner organizations.
- Celebrities and special events: Ensure that the Country Office has a well-managed national celebrity relations programme with a well maintained and continually developed contact list of appropriate, nationally-known personalities who have been

identified, engaged and support UNICEF's efforts and who actively participate in special events and activities that support country programme goals. Among these high-profile individuals a handful are identified whose recognition level extends beyond national borders and co-ordinate closely with DOC and the regional office in extending their impact and use beyond national borders.

- Global priorities and campaigns: In addition to local/national campaigns, ensure that the Country Office has an effective process in place for integrating and taking action on UNICEF's global communications priorities and campaigns, both disseminating these elements in a locally-appropriate way, as well as providing/enabling coverage of the work in the country for global use.
- Resource mobilization support: Ensure that global and country level fund-raising are supported by effective advocacy and communication strategy and activities.
- Management: Ensure that the human resources (the communication team) and financial resources (budget planning, management and monitoring) for the communication section of the Country Office are both effectively managed and optimally used.
- Monitoring and evaluation: Ensure that communication baselines are established against which the objectives of the communication strategy are regularly evaluated; analysis is undertaken to continuously improve the effectiveness of communication strategy, approach and activities; results and reports are prepared and shared on a timely basis.
- Capacity building and support: Ensure that the Representative and the country programme team are provided with professional expertise and advice on all aspects of communication as required; opportunities for development among the country communication team and other colleagues are identified and addressed; opportunities to build communication capacity among media and other relevant partners are identified and addressed.
- Advisory support and communication for strategic results: Implementation of UNICEF programme (regional) plans, ensuring communication on gender and equity issues are mainstreamed across all programmes.

If you would like to know more about this position, please review the complete Job Description here:  [JD - Chief of Communication_P5.pdf](#)

To qualify as an advocate for every child you will have...

Minimum requirements:

- **Education:** Master or equivalent (Advanced University Degree) in Communications, Journalism, Public Relations and any other related fields.
A Bachelor or equivalent (First Level University Degree) in a relevant area combined with 2 additional years of relevant work experience may be accepted in lieu of an advanced university degree. This is applicable to internal (FT, Continuing and Permanent) staff only.
- **Work Experience:** At least 10 years of progressively responsible and relevant professional work experience. International and national work experience in both developed and developing countries. Professional experience in communication, print, broadcast, new media. Background/familiarity with Emergency situations.

- **Skills:** Global advocacy engagement, Partnership engagement and maintenance, Global and local media, Monitoring and evaluation, B2B.
- **Language Requirements:** Fluency in English and French is required.

Desirables:

- Knowledge of another official UN language (Arabic, Chinese, Russian or Spanish) or a local language is an asset.
- Experience in a similar context - challenging with several competing priorities will be an asset.
- Experience working with multiple high profile UNICEF ambassadors.
- Relevant experience at country level, particularly in development, fragile settings and humanitarian contexts.

For every Child, you demonstrate...

UNICEF's Core Values of Care, Respect, Integrity, Trust and Accountability and Sustainability (CRITAS) underpin everything we do and how we do it. Get acquainted with Our Values Charter: [UNICEF Values](#)

The UNICEF competencies required for this post are...

- (1) Builds and maintains partnerships
- (2) Demonstrates self-awareness and ethical awareness
- (3) Drive to achieve results for impact
- (4) Innovates and embraces change
- (5) Manages ambiguity and complexity
- (6) Thinks and acts strategically
- (7) Works collaboratively with others
- (8) Nurtures, leads and manages people

Familiarize yourself with [our competency framework](#) and its different levels.

This position has been assessed as an elevated risk role for Child Safeguarding purposes as it is either a role with direct contact with children, a role that works directly with identifiable children's data, a safeguarding response role, or an assessed risk role. Additional vetting and assessment for elevated risk roles in child safeguarding (potentially including additional criminal background checks) apply.

UNICEF promotes and advocates for the protection of the rights of every child, everywhere, in everything it does and is mandated to support the realization of the rights of every child, including those most disadvantaged, and our global workforce must reflect the diversity of those children. The UNICEF family is committed to include everyone, irrespective of their race/ethnicity, disability, gender identity, sexual orientation, religion, nationality, socio-economic background, minority, or any other status.

UNICEF encourages applications from all qualified candidates, regardless of gender, nationality, religious or ethnic backgrounds, and from people with disabilities, including neurodivergence. We offer a wide range of benefits to our staff, including paid parental leave, breastfeeding breaks and reasonable accommodation for persons with disabilities. UNICEF provides reasonable accommodation throughout the recruitment process. If you require any accommodation, please submit your request through the accessibility email

button on the UNICEF Careers webpage [Accessibility | UNICEF](#). Should you be shortlisted, please get in touch with the recruiter directly to share further details, enabling us to make the necessary arrangements in advance.

UNICEF does not hire candidates who are married to children (persons under 18). UNICEF has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UNICEF, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination based on gender, nationality, age, race, sexual orientation, religious or ethnic background or disabilities. UNICEF is committed to promote the protection and safeguarding of all children. All selected candidates will, therefore, undergo rigorous reference and background checks, and will be expected to adhere to these standards and principles. Background checks will include the verification of academic credential(s) and employment history. Selected candidates may be required to provide additional information to conduct a background check, and selected candidates with disabilities may be requested to submit supporting documentation in relation to their disability confidentially.

UNICEF appointments are subject to medical clearance. Issuance of a visa by the host country of the duty station is required for IP positions and will be facilitated by UNICEF. Appointments may also be subject to inoculation (vaccination) requirements, including against SARS-CoV-2 (Covid). Should you be selected for a position with UNICEF, you either must be inoculated as required or receive a medical exemption from the relevant department of the UN. Otherwise, the selection will be canceled.

Remarks:

As per Article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity.

UNICEF is committed to fostering an inclusive, representative, and welcoming workforce. For this position, eligible and suitable female candidates from high income countries are encouraged to apply.

Government employees who are considered for employment with UNICEF are normally required to resign from their government positions before taking up an assignment with UNICEF. UNICEF reserves the right to withdraw an offer of appointment, without compensation, if a visa or medical clearance is not obtained, or necessary inoculation requirements are not met, within a reasonable period for any reason.

UNICEF does not charge a processing fee at any stage of its recruitment, selection, and hiring processes (i.e., application stage, interview stage, validation stage, or appointment and training). UNICEF will not ask for applicants' bank account information.

Mobility is a condition of international professional employment with UNICEF and an underlying premise of the international civil service.

Humanitarian action is a cross-cutting priority within UNICEF's Strategic Plan. UNICEF is committed to stay and deliver in humanitarian contexts. Therefore, all staff, at all levels across all functional areas, can be called upon to be deployed to support humanitarian response, contributing to both strengthening resilience of communities and capacity of national authorities.

All UNICEF positions are advertised, and only shortlisted candidates will be contacted and advance to the next stage of the selection process. An internal candidate performing at the level of the post in the relevant functional area, or an internal/external candidate in the corresponding Talent Group, may be selected, if suitable for the post, without assessment of other candidates.

Additional information about working for UNICEF can be found [here](#).