

Job no: 594937

Contract type: Fixed Term Appointment

Duty Station: Yaounde

Location: Cameroon

Categories: Social and Behavior Change

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

How can you make a difference?

You report to the Deputy Representative for general guidance and direction. You are responsible for developing a systematic, planned and evidence-based strategy and process for SBC as an integral part of programme development, planning and implementation. Through the use of appropriate social and behavioural science, as well as the empowerment and participation of stakeholders, communities, children, civil society partners and government counterparts, s/he promotes measurable behavioral and social change/mobilization. This subsequently

contributes to the achievement of sustainable and concrete results on improving children's rights, survival and well-being in the country.

Key functions, accountabilities and related duties/tasks

- Generate and utilize research, data, and evidence to inform the design, measurement, and monitoring of SBC programs and outcomes in both development and emergency contexts and to build the evidence base for SBC
- Design, plan and implement SBC activities that are backed by social and behavioural evidence and strong engagement and participation mechanisms in both development and humanitarian contexts
- Support operationalization of SBC by advocating for SBC, mobilizing resources, coordinating across stakeholders, sectors and teams, and partnership building
- Promote continuous learning, strengthening and scaling up in SBC for both development and humanitarian contexts through capacity building for UNICEF staff and partners

If you would like to know more about this position, please review the complete Job

Description here:  [Chief Social & Behavior Change.pdf](#)

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

Minimum requirements:

- **Education:** An advanced university degree (Master's or higher) in a social and behavioral science, including sociology, anthropology, communication studies/communication for development, psychology and/or related field is required.
- **Work Experience:** A minimum of eight (8) years of relevant progressively responsible professional experience at the national and international levels in developing, implementing, evaluating, and managing social and behavioral change

strategies and content is required.

Demonstrated expertise in the application of social and behavior change science, theories, research, and analysis, to all stages of the programmes cycle.

Demonstrated ability to stay current with new developments in the SBC field is required. Demonstrated experience in the execution of complex priorities, processes and projects in office work-plans.

Proven ability to work with internal and external stakeholders at multiple levels, including providing technical support and capacity building and establishing/managing external partnerships.

- **Skills:** complex priorities execution, Capacity building, Partnership management, cross-sectoral integration, child rights programming, resource mobilization.
- **Language Requirements:** Fluency in English and French is required.

Desirables:

- Language: Knowledge of another official UN language (Arabic, Chinese, Russian or Spanish) or a local language
- Social research, formative assessments, identifying behavioral drivers, social change evaluation, human centered design, social listening
- Relevant experience at country level, particularly in development, fragile settings and humanitarian contexts.
- Proven ability to manage social research, including quantitative, qualitative, and participatory methods for formative assessments, identifying behavioral drivers, and tracking, measurement and evaluation of social change is desirable.
- Familiarity with new and emerging approaches such as behavioral insights, human centered design, social listening, among others is a plus.

- At least four years country programme experience in with a multilateral development agency or national NGO in a low- or middle-income setting is an asset.

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](#)

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.

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 are conditional on the selected candidates willingness to comply with current or future vaccination requirements, should UNICEF mandate it for personnel. Failure to comply with such requirements, where applicable and without a duly approved medical

exemption from the relevant UN authority, will result in the cancellation of the selection or may lead to other administrative measures, including separation from service.