

Job no: 595027

Contract type: Fixed Term Appointment

Level: NO-2

Location: Madagascar

Categories: Child Protection

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 Protection*

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 Programme Officer (Child Protection/Social Behavior Change) position is a newly established role that will be created as part of the opening of the Mahajanga Zone Office in Madagascar. The new Programme Officer (CP/SBC) FT post in the Mahajanga region is designed to deliver integrated, multisectoral support through a cost-efficient staffing model aligned with operational realities.

The incumbent reports to the Chief Field Office who is at Level 3. This position will serve as the CP/SBC programme focal point at the Mahajanga Field Office, responsible for linking planning, field implementation, results monitoring, community engagement, and coordination with partners, in order to contribute to a more protective environment for children.

The Programme Officer (CP/SBC) reports to the Chief Field Office for supervision, with technical guidance from the child protection and social and behaviour change sections located in the Country Office in Antananarivo. The Programme Officer (CP/SBC) provides professional technical, operational and administrative assistance throughout the programming process for child protection and social and behaviour change programmes within the Country Programme implemented in Boeny region from development planning to delivery of results. H/She prepares, executes, manages, and implements a variety of technical and administrative programme tasks to facilitate programme development, implementation, programme progress monitoring, evaluating and reporting.

Summary of key functions/accountabilities:

- **Support to programme development and planning**
- **Programme management, monitoring and delivery of results**
- **Technical and operational support to programme implementation**
- **Networking and partnership building**
- **Innovation, knowledge management and capacity building**

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

Description here:  [JD Programme Officer \(CP-SBC\) Mahajanga_138010.pdf](#)

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

Minimum requirements

- **Education:** An undergraduate degree (Bachelor's level or equivalent) in International Development, Psychology, Sociology, Social Work, Social Sciences, Human Rights, International Law, or other relevant fields is required.
- **Work Experience:** At least two years of relevant professional experience in social and behaviour change, child protection, knowledge management, social development, programme management, monitoring and evaluation, community engagement, partnership development, capacity strengthening, resource mobilization, advocacy, or related areas is required.
- **Skills:** Demonstrated experience in child protection, behaviour change, accountability, programme management, capacity building, and monitoring and evaluation is required.
- **Language Requirements:** Fluency in French and Malagasy is required.

Desirables

- Knowledge of another official UN language (English, Arabic, Chinese, Russian or Spanish) or a local language is an asset.
- Professional experience in developing-country contexts, humanitarian operations, and programme development, complemented by exposure to international organizations is considered a strong asset.
- 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](#)

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

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.