

Applications are invited from suitably qualified non-Ghanaian applicants for the post of **Communication for Development (C4D) Specialist – (WASH & General C4D) (International Professional Category)**.

VN No.: VN-16-08

Post Level: P3

Duty Station: Accra

Type of Contract: Temporary Appointment

Duration: 364 days

Job purpose

Under direct supervision of the C4D Specialist, the incumbent will support WASH programme to implement a multi strategy, multi-pronged Communication for Behaviours and Social Change Strategy in an effort to scale up Water Sanitation and Hygiene (WASH) interventions and develop institutional WASH service delivery capacity in the Ghana. He/She will also provide support to general C4D implementation across the Country office.

MAIN DUTIES AND RESPONSIBILITIES

1. In collaboration with UNICEF WASHH & the C4D units and government programme officers, plan and manage/facilitate the implementation of action plans for behaviour development/change at school/individual/household levels, mobilize civil society organizations, community leaders and other influencers to support behaviour uptake promoted through the WASH and other cross cutting programmed.
2. Monitor and evaluate C4D activities through open communication and frequent visits to project sites.
3. In collaboration with partners, organize/manage the formative research, development, pre-testing and production of culturally relevant communication materials to ensure effective and efficient programme delivery, including facilitating behaviour change, where necessary.
4. Disseminate communications from research findings, ensure exchanges of experience and new methods to government officials, programme staff, and other UNICEF partners.
5. Develop partnerships with various religious groups, traditional leaders, teachers, artists and other organized groups in the community, as well as civil society organizations, to orient them on country programme goals and to solicit their involvement in the implementation of the country programme.
6. Develop training materials and activities to build capacity in participatory & behaviour change communication at various government levels, in support of programme sustainability.
7. Provides technical support to government counterparts in the development and appropriate use of communication for social change, aimed at both individual behaviour change and collective action.
8. Make decisions on appropriate communication for development methodologies and approaches, technical resources required, quality and appropriateness of communication materials produced, target audiences to be reached, allocation of financial resources, as well as a time-frame for various activities, all of which will affect the achievement of country programme goals.
9. Make recommendations on operational strategies in the areas of participatory communication, social mobilization and behaviour change; on appropriate materials and media to reach target audiences; and on the way in which communication for development should be integrated into specific programmes/projects.

MINIMUM REQUIREMENTS

Education

Advanced Degree in Social Behavioral Sciences (Sociology/ Anthropology/ Psychology/ Health Education), Environmental Health, or another discipline directly relevant to C4D in WASH, with emphasis on participatory communication, communication planning, social mobilization, and Training and impact evaluation of communication interventions

Work Experience

5 years progressive responsible work with technical experience in material / tools development for WASH and C4D interventions. Demonstrated skills in facilitation and capacity building and experience in implementing multi-channel, multi-strategy communication for behavior and social change strategies would be required.

- Understanding of gender and gender focused programming in WASH and C4D would be an added advantage.
- Experience in WASH in Schools would also be an added advantage
- Field work experience is an asset

Language Proficiency

Fluency in English is required. Knowledge of another official UN language is an asset.

Competency Profile

i) Core Values (Required)

- Commitment
- Diversity and Inclusion
- Integrity

ii) Core Competencies (Required)

- Working With People (2)
- Communication (1)
- Drive for Results (1)

iii) Functional Competencies (Required)

- Formulating Strategies and Concepts (2)
- Analyzing (3)
- Applying Technical Expertise (3)
- Deciding and Initiating Action (2)
- Relating and Networking (2)
- Leading and Supervising (1)

iv) Technical Profile

- Knowledge of current developments in the fields of: communication theory, motivational psychology, adult learning theory, indigenous media, community organization and participation, strategic communication planning, behavior analysis, formative research and evaluation of communication interventions.
- Knowledge of inter-disciplinary approach in programme development and implementation in programme communication, social mobilization and behavioral change.
- Latest theory, methodology, technology and tools in Communication Development.
- Proficiency in programme communication networking, advocacy and negotiation.
- Knowledge of training/facilitation and impact evaluation of communication intervention.
- Knowledge and experience to organize and implement training, including development of curricula and methodologies. Knowledge of community capacity building.
- Knowledge and experience in the methods of communication to clearly and concisely express ideas and concepts in written and oral form and to listen to and acknowledges others' perspectives and views.
- Computer knowledge, skills and practical experience, including internet navigation, network, telecommunications and various office applications.

If you have experience working in a similar capacity and want to make an active and lasting contribution to build a better world for children and match the profile outlines, send a brief application letter that addresses all requirements (academic and work experience) supported by detailed curriculum vitae, UN Personal History form (which can be downloaded from <http://www.unicef.org/about/employ/files/p11.doc>) and photocopies of other supporting documents to:

HRghana@unicef.org

OR

**The Human Resources Manager
UNICEF, P.O. Box 5051, Accra-North**

Applications can also be hand delivered to:
Location: 4-8 Rangoon Close, Cantonments
(Behind UNDP, near Ghana National Fire Service Headquarters on the Ring Road)

**PLEASE INDICATE CLEARLY THE TITLE AND VACANCY NUMBER OF
THE POSITION YOU ARE APPLYING TO ON THE SUBJECT LINE**

Closing Date: 15 March 2016

Only short-listed candidates will be contacted for a written test. Applications submitted without P11 form will not be considered.

Well qualified candidates, particularly females are encouraged to apply.

NOTE: UNICEF IS A SMOKE FREE ENVIRONMENT!!!