

SENIOR POLICY ADVISER – United Nations Convention on the Rights of the Child (UNCRC)

Duration:	Fixed Term (Parental Leave Cover) until March 2027
Salary:	£49,000 per annum
Job Level:	3
Hours:	35 hours per week. Other flexible arrangements will be considered
Disclosure Level:	Basic/Enhanced. This role involves indirect work with children
Team:	Advocacy
Reports to:	Head of UK Policy and Advocacy
Location:	Working from home and at 1 Westfield Avenue, London E20 1HZ

At the UK Committee for UNICEF (UNICEF UK), we work together to achieve the best possible results for children, both in the UK and around the world. We believe in an inclusive workplace and the power of fulfilled colleagues who share the same values and goals, enjoy their work and are motivated to do their best for children. Our work is guided by the UN Convention of the Rights of the Child (UNCRC) and the Sustainable Development Goals (SDGs), which recognise the universality of children's rights.

ABOUT THE TEAM

The Advocacy department sits in the organisation's Influence and Impact Directorate. The department exists to champion children's rights and influence UK decision-makers to create change for children here and around the world. Using a strong evidence-base and compelling case for change, we deliver exceptional policy influencing, political affairs and public campaigning. We work closely with other teams in the organisation to mobilise our high-profile supporters and the organisation's voice in the media to increase the impact of our advocacy. We amplify the voices of and support active participation of children and young people in our work to ensure their rights, as set out in the UNCRC, are realised.

ABOUT THE ROLE

The Senior Policy Adviser (UNCRC) will sit within the UK Policy and Advocacy Team. They will be UNICEF UK's leading authority on the UNCRC and will play a critical role in developing and delivering our foundational advocacy on child rights. The role will actively work to pursue the realisation of the general measures of implementation, focused on working towards the incorporation of the UNCRC in England, Wales, Northern Ireland and the Crown dependencies, as well as working closely with colleagues in the UNICEF Scotland office to support and learn lessons from the implementation of the UNCRC (Incorporation) (Scotland) Act 2024. The role will support colleagues to ensure that child rights and the UNCRC are embedded in UNICEF UK's wider work.

What we will expect you to achieve

- Work with and provide advice to Governments on their plans for implementing the Concluding Observations published by the UN Committee in June 2023.
- Build and maintain effective, influential relationships with external stakeholders including Government officials, civil society and academia, to advance UNICEF UK's advocacy objectives on child rights.

- Respond to government and other relevant policy consultations and inquiries on priority child rights issues and support advocacy colleagues to embed child rights into their outputs.
- Working effectively across the organisation with youth engagement, communications and UK programmes, to provide child rights expertise, ensure that external communications accurately reflect the UNCRC, agreed positions, and deliver policy priorities.
- Maintain a robust evidence base to support our influencing work on the UNCRC and agreed child rights issues.
- Support senior colleagues in high level influencing and as spokespeople, providing clear and effective briefings.
- Represent UNICEF UK at external events and in UNCRC implementation and incorporation working groups to network, share learning and promote UNICEF UK's positions.
- Co-ordinate UNICEF UK's engagement in the reporting processes for the UK Government under Core UN Human Rights Treaties and the Universal Periodic Review, as relevant. Work with the Strategic Lead for Youth Engagement, to involve children and young people in this work where appropriate.
- Uphold our Equity, Diversity and Inclusion commitments and work consistently, compassionately, and collaboratively to support a safe, inclusive, and holistic culture where we can achieve our best work for children.
- Demonstrate and model a commitment to our shared values, behaviours and inclusive practices (known as [Our Shared Commitment](#)) in all aspects of your work.

BEHAVIOURS, EXPERIENCE AND SKILLS

This section contains the essential behaviours, experience, knowledge and skills needed in order to be effective and successful in this role. All criteria in this section are essential.

Effective behaviours

Supporter driven and mission aligned.

- Is committed to children and their rights and motivated to work towards achieving a world that is fit for every child

Analytical

- Analyses available information to make logical and sound judgements

Collaboration

- Consults others and shares expertise with colleagues for best results

Communication

- Conveys complex ideas using a variety of methods to engage an audience and win understanding and support

Decision making

- Makes decisions within agreed parameters and is accountable for own actions

Positive relationships

- Nurtures professional relationships with colleagues at all levels and with external contacts to support the achievement of objectives

Results focused

- Prioritises and sustains focus on work that will have the greatest impact on agreed aims

Relevant experience

- Significant experience working on child rights legislation and policy with proven ability to develop detailed, evidence-based policy positions.
- Meeting with and presenting to officials and policy makers in government as well as other relevant stakeholders.
- Developing and implementing successful advocacy strategies.
- Building and utilising networks of contacts effectively and to work in coalition with others.
- Producing written and/or verbal evidence in response to government consultations or calls for evidence.

Specific knowledge and skills

- Well-developed skills in policy development, analysis and influencing strategies.
- In-depth knowledge on the UN Convention on the Rights of the Child and its status in legislation and policy across the four UK nations and Crown dependencies.
- Knowledge of human rights law and associated UN reporting processes and procedures.
- Understanding of refugee and asylum policy landscape in the UK.
- Excellent research and writing skills with the ability to effectively condense, summarise and make sense of substantial amounts of information quickly, pulling out salient points and spotting potential weaknesses or problems.
- Excellent influencing and stakeholder management skills with the ability to convey complex issues in a compelling manner.