

10. A. General Information

JPO functional title: Programme Analyst, Data Analysis

Main sector of assignment: Population and Development

Duty Station: Panama City, Panama,
Latin American and Caribbean Regional Office (LACRO)

The UNFPA Junior Professional Officer (JPO) Programme is intended to provide on-the-job training for young professionals who wish to obtain practical experience in development assistance. It gives them an opportunity to acquire professional knowledge in population projects in a developing country.

B. Supervision

Title/Level of Supervisor: Regional Advisor, Population and Development, P-5

C. Information for Donor Consideration

1. How could the work experience in your particular work unit and the proposed ToR benefit the JPO's possible retention and career advancement in the UN System or UNFPA?

The work experience within our unit offers a transversal position that uniquely positions the JPO for substantial career advancement within the UN System, particularly within UNFPA. By providing access to all thematic areas from a data and analysis perspective, the JPO will gain invaluable insights into critical fields such as population and development, sexual and reproductive health and family planning, as well as gender issues. This cross-sectoral exposure, combined with the emphasis on data as a pivotal accelerator within the UN system, equips the JPO with a versatile skill set. The ability to apply advanced data analysis methods across diverse UN work areas not only enhances the JPO's professional development but also significantly increases their potential for retention and career progression within the UNFPA and beyond. The broad exposure and the analytical skills developed are in high demand across the UN, positioning the JPO favorably for future opportunities.

2. Does the supervisor have experience managing and coaching a young professional, and for how many years?

The supervisor designated for the JPO has a robust background in managing and coaching young professionals, with at least 5 years of experience in such roles. This experience ensures a supportive and constructive learning environment, where the JPO will benefit from structured guidance, regular feedback, and personalized development plans. The supervisor's seasoned approach to mentorship is geared towards fostering professional growth, enhancing the JPO's skill set, and preparing them for subsequent career opportunities within the UN system.

3. Is the work unit expected to undergo a realignment or currently in the process of realignment?

The work unit is not expected to undergo any realignment in the near future. This stability provides a conducive environment for the JPO to fully engage with their work and contribute to the unit's objectives without the uncertainties that typically accompany realignment processes. It also allows for better planning and execution of long-term projects where the JPO can significantly contribute.

4. Subject to satisfactory performance, could the work unit co-fund (50-50) the JPO post in the final year of assignment?

The possibility of co-funding the JPO post in the final year of assignment is contingent upon approval from the director's office. Given that the P&D work plan currently does not allocate funds for this purpose, securing co-funding would require resource mobilization or a collaborative effort among all units to pool resources for data and analysis. While this presents a challenge, it also offers an opportunity for cross-unit collaboration and investment in talent development, which could benefit the organization as a whole. The decision will ultimately depend on the JPO's performance and the strategic priorities of the

organization at that time.

5. How many P-2, P-3, and P-4 posts does the work unit currently have?

Currently, our work unit has one position at the P-4 level. This reflects the senior level of expertise within our team, particularly in areas critical to our work such as data analysis and policy development. While the presence of a single P-4 post indicates a streamlined structure, it also emphasizes the importance of the role that the JPO will play in supporting and contributing to the unit's objectives. The structure allows for focused mentorship and significant opportunities for the JPO to make impactful contributions.

D. Duties and Responsibilities

The purpose of this JPO post is to provide UNFPA LACRO with a Programme Analyst, Data Analysis who will support the production of data on population dynamics, gender and youth, sexual and reproductive health and rights (SRHR), the monitoring and evaluation of programmes, and the strengthening of humanitarian data. The candidate should be familiar with a variety of common health and population data sources, including household surveys (DHS and MICS), registry data and population censuses, and be capable of producing up-to-date estimates of demographic trends and projections, incidence and prevalence values for SRHR outcomes in both humanitarian and development settings, and provide expertise in demographic and statistical approaches such as regression analysis, hierarchical linear modeling, survival analysis, Bayesian (probabilistic) estimations, and small area estimation.

The incumbent will support the scale-up of activities at country and regional level to use population census and related data for statistical visibility of vulnerable population groups in development contexts and humanitarian preparedness and response, actively participate within the joint UN efforts to improve the scope and precision of vulnerable subpopulations of concern (e.g. pregnant women, youth/adolescents, etc.), as well as provide analytic support to periodic estimations of those at risk of key reproductive health outcomes and/or human rights violations, e.g. Female Genital Mutilation (FGM), child marriage, sexual and gender-based violence (SGBV) – in both development and humanitarian settings. The Programme Analyst will further support the development and maintenance of innovative data dissemination tools and displays within the Population Data Platform.

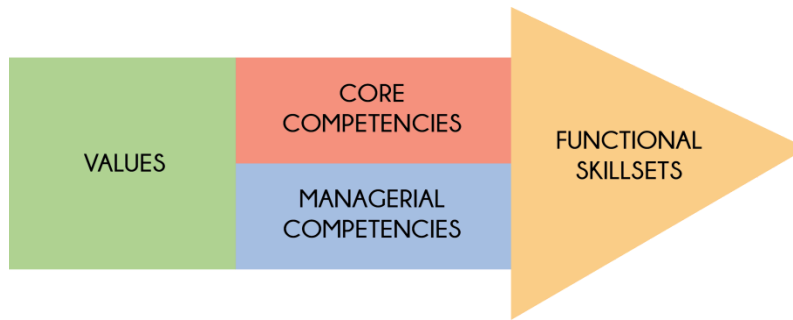
The primary roles of the Programme Analyst, Data Analysis are:

- Technical support
- Capacity development
- Evidence and knowledge development and dissemination
- Technical representation

E. Qualifications and Experience

- Postgraduate degree in social sciences or related fields with specialized knowledge in the field of public health, epidemiology, statistics, demography, sociology, economics or related discipline.
- At least 2 years of experience in data collection, analysis, visualization, dissemination, database management and research within an academic or development institution. Prior experience in developing countries is an asset.
- Strong knowledge of statistical methodologies, including strong competencies in the use of one of the following statistical packages: R, STATA or SPSS.
- Mastery of methods and techniques for data quality assessment, processing and analysis using a variety of health and population sources (DHS, MICS and population census);
- Ability to provide advice and guidance on the analysis, interpretation and application of data from project information;
- Strong interpersonal communication skills;
- Fluency in Spanish and English. Knowledge of French (other working languages of the UN) is an asset
- Excellent capacity in written English and Spanish, and oral presentations;
- Initiative, sound judgment and demonstrated ability to work harmoniously with staff members from different national and cultural backgrounds.

F. Required Competencies



Values: Exemplifying integrity, Demonstrating commitment to UNFPA and the UN System, Embracing cultural diversity, Embracing change.

Core Competencies: Achieving results, Being accountable, Developing and applying professional expertise/business acumen, Thinking analytically and strategically, Working in teams/managing ourselves and our relationships, Communicating for impact

G. Background Information

Information on the receiving office

The duty station will be Panama. It's a family duty station, that means that you are allowed to bring any family members.