

31. A. General Information

JPO functional title: Innovation Ecosystem Analyst, Equalizer Fund and WomenX Collective

Main sector of assignment: Innovation Unit: strategic partnerships, resource mobilization, ecosystem building, innovative financing, women-centric Innovation, Development, public-private partnerships, gender-equitable and women centric innovation

Duty Station: New York, USA

B. Supervision

Title of Supervisor: Chief, Innovation Unit, 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 in the Innovation Unit ensures the immersion of JPO to a holistic understanding of UNFPA operations and strategic priorities, leading to the attainment of valuable skills and knowledge. The proposed ToR includes specific objectives and tasks that are aimed at enhancing the JPO's professional competencies essential for career advancement in the UN System. The ToR also encourages the JPO to engage with other UNFPA Business Units, providing an opportunity to build a robust professional network and gain insights into various aspects of UNFPA and broader UN System work.

Furthermore, the Chief of the Innovation Unit is committed to providing mentorship and continuous learning opportunities to the JPO. This includes regular individual and team feedback sessions, access to training and professional development opportunities, and participation in initiatives and events relevant to UNFPA's mandate, including encouraging participation in Tangerines - the network of young professionals at UNFPA. Additionally, the team, in large part consisting of young professionals, provides a supportive environment rooted in collaboration and peer exchange.

The experience and skills gained through the proposed ToR are designed to be directly applicable to various roles within UNFPA and the UN System, building an excellent foundation and enhancing the JPO competitiveness for future opportunities and career advancement. The nature of the innovation portfolio, and this specific ToR, features extensive networking opportunities, both within and outside of UNFPA.

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

Yes. The supervisor possesses significant experience in directly managing and coaching young professionals. Prior to the experience in the Innovation Unit, the supervisor was coaching young professionals for 5 years in the Executive Office and the Regional Office, including the leading role in designing and launching the first ever JPO programme for young professionals from Africa and of African descent. Over the past four years, the supervisor has been leading the Innovation Unit, largely consisting of young professionals. This has included two JPOs, two international professionals at the P2 and P3 levels, and four young professionals under Individual Consultant contracts, whose professional development is evident from their successful project outcomes, and progressive career advancements within the Organization.

Beyond managing the Unit's personnel, the supervisor has demonstrated a strong commitment to the professional growth of young professionals. This is evident through the implementation of various projects aimed at supporting and uplifting young people. Most notably the Young Innovator Fellows Programme in 2022 and two Innovation Challenges aimed at supporting young social entrepreneurs, including young people with disabilities.

In addition, as part of the UNFPA JPO programme overall framework, the JPO will benefit from the following supervision modalities:

- Structured guidance provided by the supervisor, especially in the beginning of the assignment, with the purpose of gradually increasing the responsibilities of the JPO
- Establishment of a work plan, with clear key results and performance indicators
- Effective supervision through knowledge sharing and performance/development feedback throughout the assignment.
- Easy access to the supervisor
- Participation in Unit/Team/Office meetings to ensure integration and operational effectiveness.
- Guidance and advice in relation to learning and training opportunities within the field of expertise.
- If more than one supervisor; clear agreement of the roles and responsibilities between the relevant parties.
- Annual performance appraisal and development with the supervisor.

In addition, the following specific supervision arrangements will apply:

The JPO will work under the direct supervision of the Chief of the Innovation Unit at the Office of the UNFPA Executive Director, while working closely with the Innovation team and other business units, in particular the Resource Mobilization Branch and Strategic Partnerships Branch.

3. Is the work unit expected to undergo a realignment or currently in the process of realignment?
No.
4. Subject to satisfactory performance, could the work unit co-fund (50-50) the JPO post in the final year of assignment?
Yes, the funding of the final year of the assignment is open to consideration.
5. How many P-2, P-3, and P-4 posts does the work unit currently have?
One P-4, one P-3 and one P-2 JPO.

C. Duties and Responsibilities

The JPO will carry out actions to support the development and operationalization of the Equalizer Fund and its initiative WomenX Collective with specific focus on ecosystem building involving enhancing partnerships, resource mobilization, and the implementation of blended financing strategies. These efforts aim to propel innovation and research initiatives that meet the unaddressed health needs of women in low and middle-income countries, facilitated through the WomenX Collective hubs. The JPO will be responsible for the following duties:

1. Ecosystem Development and Partnership Building:
 - Actively support expansion and fortification of the Equalizer Fund and WomenX Collective ecosystem by identifying and engaging with key partners to enhance collaboration and impact. This involves strategic networking and relationship management to cultivate a robust network of allies committed to advancing women's health innovations, including across public and private sectors, philanthropies, and civil society.
2. Resource Mobilization and Financing Strategies:
 - Identifying funding opportunities, liaising with potential donors, and developing proposals that align with the Equalizer Fund and WomenX Collective goals. This could include supporting innovative or blended financing models to leverage sustainable investment in women's health innovations.
3. Innovation and Research Advancement:
 - Assist in the scouting for key stakeholders and entities engaged in cutting-edge solutions and research endeavors that can significantly address women's health challenges. This involves staying updated with the latest trends in health innovation and facilitating connections between innovators, researchers and the ecosystem.
5. Monitoring, Evaluation, and Reporting:
 - Contribute to the monitoring of the progress and impact of projects, employing rigorous evaluation methods to assess outcomes and inform future strategies. Support reporting to stakeholders on progress and challenges to ensure transparency and continued support.
6. Knowledge Sharing and Capacity Building:
 - Engage in activities to disseminate best practices and innovations within the ecosystem, enhancing the collective capacity to address women's health challenges through innovative approaches.
7. Strategic Planning and Analysis:
 - Support formulation of strategies thorough analysis of the ecosystem's trends, opportunities, and challenges, contributing insights that drive the Equalizer Fund and WomenX Collective mission forward.

8. Execute additional tasks and responsibilities as directed by the Chief of the Innovation Unit, providing support to various innovation partnership portfolios and addressing emerging needs within the office.

D. Qualifications and Experience

- Postgraduate degree in international development, innovation, finance, economics, business or other relevant field.
- At least 2 years of experience in development projects or with specific experience in relation with partnerships, resource mobilization, innovation, finance, sexual and reproductive health. Prior experience in developing countries is an asset;
- Fluency in English. Knowledge of other working languages of the UN is an asset;
- Ability to write clearly and concisely;
- Initiative, sound judgment and demonstrated ability to work harmoniously with staff members from different national and cultural backgrounds.
- Strong analytical skills, including proficiency in financial modeling and analysis; familiarity with the health sector, particularly women's health, is desirable.
- Demonstrated ability to think creatively and strategically to solve complex problems and develop innovative solutions, particularly in the context of financing and health initiatives.
- Initiative, sound judgment and demonstrated ability to work harmoniously with staff members from different national and cultural backgrounds.
- Excellent communication skills, with the ability to develop high-quality reports and communication materials for diverse audiences.

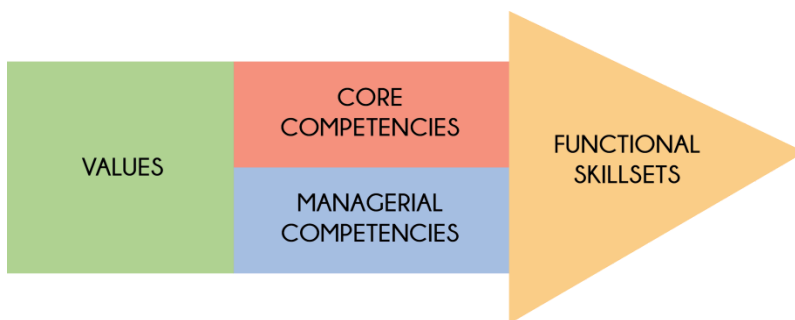
E. Learning Elements

Upon completion of the two-year assignment, the JPO will be able to demonstrate:

- **Advanced Ecosystem Building Skills:** Ability to develop and enhance collaborative networks, evidenced by successful forging and maintenance of strategic partnerships across diverse sectors, including public and private entities, philanthropies, and civil society organizations.
- **Resource Mobilization Expertise:** Comprehensive understanding and practical experience in mobilizing resources through innovative and blended financing strategies, contributing to sustainable funding solutions for women's health initiatives.
- **Project Management and Operational Efficiency:** Demonstrated capability in effective project management from inception to completion, ensuring smooth execution and alignment with ecosystem building and innovation promotion goals.
- **Monitoring, Evaluation, and Impact Analysis:** Enhanced Skills in monitoring and evaluating projects, with the ability to prepare comprehensive reports that detail progress, challenges, and outcomes, thereby contributing to the continuous improvement of initiatives.
- **Knowledge Sharing and Community Engagement:** Enhanced ability to engage in and facilitate knowledge sharing and capacity-building activities, promoting the adoption of best practices in ecosystem building, innovative financing, and women's health innovation
- **Strategic Insight and Analytical Thinking:** Developed strategic planning and analytical skills, with a keen understanding of trends, opportunities, and challenges within the ecosystem, leading to the formulation of strategies that amplify the impact and reach of the WomenX Collective.

F. Required Competencies

Values: Exemplifying integrity, demonstrating commitment to UNFPA and the UN System, embracing diversity in all its forms, 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.

Functional Skill Set:

- **Ecosystem Building Skills:** Ability to identify, engage, and maintain relationships with diverse stakeholders to support the growth of the WomenX Collective ecosystem.
- **Resource Mobilization Competency:** Understanding of and ability to support innovative and blended financing models to ensure funding for health innovations, including effective collaboration with partners.
- **Innovative Thinking:** Capacity to assist in identifying and advancing innovative solutions and research projects that address women's health issues, aligning with organizational goals.
- **Project Management Fundamentals:** Basic skills in providing operational support and managing projects, with a focus on promoting ecosystem building and innovation.
- **Monitoring and Evaluation:** Familiarity with monitoring and evaluating projects, ensuring objectives are met and effectively reporting progress and challenges to stakeholders.
- **Knowledge Exchange and Capacity Enhancement:** Ability to participate in and contribute to knowledge sharing and capacity-building efforts, promoting best practices in ecosystem development and health innovation.
- **Analytical and Strategic Insight:** Aptitude for analyzing ecosystem trends and supporting strategic planning to enhance the collective's impact and address emerging needs.
- **Other corporate tasks:** Any other relevant activities/responsibilities as assigned by the Chief of the Innovation Unit.

G. Background Information

Information on the receiving office:

Innovation is essential for UNFPA to deliver at the scale and pace needed to realize the ICPD Programme of Action and achieve the three Transformative Results by 2030. To enable UNFPA to be fit-for-challenge to achieve the outputs in complex development and humanitarian contexts and to sustain peace, UNFPA commits to harness innovation to meet tomorrow's challenges and boost its impact, especially for those furthest behind, and leverage opportunities, social capital, funding and technology. UNFPA Strategic Plan has identified innovation as a key accelerator to realize its objective and achieve the Sustainable Development Goals.

The Innovation Unit is located at the Office of the UNFPA Executive Director and supports ongoing corporate activities and initiatives on innovation. The Unit is focusing on 4 key pillars: strengthening architecture and capacity building for innovation, communication and enabling culture for innovation, innovative financing and partnerships.

The Innovation Unit functions as a creative, interactive, and agile team that will be placed at a cross-divisional intersection, working closely with all respective Business Units across the organization, connecting the dots across the organization to enable, accelerate and catalyze innovation at UNFPA. The Unit coordinates the work of the Equalizer Accelerator Fund, supporting innovations by, for, and with women. It includes investments in women-centric innovations through innovation challenges and WomenX Collective, and building a partnership platform through the Equity 2030 Alliance.

To further advance funding and financing the women's health innovations, the WomenX Collective is being established as a unique blended investment platform allowing both funding through equity-free grants and financing mechanisms of investments. WomenX Collective is a first-of-its-kind Global Center, with hubs located in different parts of the world, dedicated to advancing innovation, research, and investment in women's health to close the gaps in unmet needs of women's health. The WomenX Collective will leverage the knowledge and expertise of UNFPA and global and national experts in close consultations with the

national counterparts in UNFPA programme countries worldwide to identify the most pressing priorities in women's health and facilitate the sourcing, funding, development, adaptation, and adoption of innovative solutions, placing the involvement and capacity-building of experts from the UNFPA's programme countries at the core of its operations. Through a blended funding-financing mechanism, WomenX Collective will provide equity-free grants to support early-stage validation and employ financing models to advance the scale of impactful solutions.

Family / Non-family Duty Station – means that you are not allowed to bring any family members:

New York is a Family Duty Station.