

5. A. General Information

JPO functional title: Programme Analyst, Population and Development

Main sector of assignment: Population, Demography, Data and Statistics

Duty Station: Phnom Penh, Cambodia

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: Assistant Representative, NOD

Content and methodology of supervision:

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?
Population and Development is a key area of UNFPA's work, and by working closely with a senior expert in this field, the JPO can gain invaluable practical experience and acquire professional knowledge in population projects within a developing country context. The JPO will have the opportunity to immerse themselves in population-related work and collaborate with various UN agencies on the ground. This experience equips the JPO with a solid understanding of the UN system, positioning them for career advancement within UNFPA, leveraging the expertise gained in UNFPA's key mandate area.
2. Does the supervisor have experience managing and coaching a young professional, and for how many years?
Yes, the supervisor, as the Assistant Representative, brings extensive experience with UNFPA, including over 15 years in managerial roles.
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?
Subject to satisfactory performance, the Country Office is open to considering co-funding the JPO post in the final year of assignment, contingent upon the availability of funding.
5. How many P-2, P-3, and P-4 posts does the work unit currently have?
The office currently has one international position (Representative, P-5), with plans to add three more international staff positions within 2024.

D. Duties and Responsibilities

Under the direct supervision of the Assistant Representative, the Programme Analyst supports UNFPA Cambodia in the area of population and development. He/she analyses and assesses relevant political, social and economic trends and provides substantive inputs to Country Programme development, project formulation and evaluation, joint programming initiatives and national development frameworks.

The Population and Development programme focuses on population dynamics, the implementation of the national population policy, and the generation of data for evidence-based planning. This includes data analyses of

population data from the population census and demographic and health survey. The programme also supports the International Conference on Population and Development (ICPD) 30-year review.

The Programme Analyst will undertake a multifaceted role that includes the implementation of both the National Population Policy 2016-2030 and the Action Plan of the Special Committee for Acceleration the implementation of ICPD-PoA. These initiatives aim to enhance the quality of life for Cambodians and contribute to poverty alleviation by addressing the interconnections between population dynamics and sustainable economic development. The JPO's work will be integral to ensuring that these initiatives are effectively carried out, aligning with the CCO's commitment to improving population and development outcomes within the country. The action plan, in particular, is structured to facilitate the delivery of programs, sub-programs, projects, and activities that are in line with the strategic directions derived from an analysis of population dynamics.

The Programme Analyst will also contribute to the UNFPA's support to population dynamics and data. This includes modernizing the inter-censal population survey, introducing the use of geospatial analysis and georeferenced data, advancing the work on gender, youth and silver dividends.

The Programme Analyst provides technical input and on-going work. This post works closely with advisers and experts and establishes and maintains collaborative relationships with counterparts in government, multilateral and bilateral donor agencies and civil society to address emerging issues relating to PD.

The Programme Analyst must effectively influence counterparts from diverse backgrounds to jointly contribute to achieving UNFPA's mandate in respect of population and development. The Programme Analyst is a substantive contributor to the programme team in the Country Office. He/she will work closely with all programme officers, especially the NOB PD Officer working in the PD area.

1. Provides technical and management support to the National Institute of Statistics (NIS) of the Ministry of Planning, relevant ministries and other partners to successfully conduct the inter-censal population survey, population-based surveys/population-related research, exploring administrative data and other sources, for monitoring SDGs, focusing on ICPD and SDG indicators, also applying new technologies.
2. Provides technical and management support to the General Secretariat for Population and Development (GSPD) of the Ministry of Planning, relevant ministries, and other partners to successfully implement the strategic action plan of the Special Committee for Accelerating the Implementation of ICPD-POA, drawing on the experiences of other UN agencies and the wider JPO community.
3. Builds national capacity and coordinates data analysis, dissemination and usage of quality data applying new technologies and communication platforms for evidence-based policy advocacy, policy implementation, evaluation and monitoring and evaluation, including population and development, gender, SRH, youth and adolescents related policies and other socio-economic development planning, SDGs and other national development frameworks, especially those relating to issues of inequality, vulnerable populations (e.g. migrants, ethnic/indigenous people, older persons, adolescents and youth).
4. Through targeted data analysis, the Programme Analyst supports the CCO's advocacy for sustainable population planning, challenging pronatalist tendencies by providing compelling evidence that informs policies and programs designed to achieve balanced population growth and sustainable development.
5. Builds a substantive knowledge base on data for policy. Identify policy issues and provide substantive inputs to facilitate dialogue and the incorporation of these issues into national policies, plans and strategies, UN system initiatives including the CF and other development frameworks (e.g. SDGs). Articulates the inter-linkages between population dynamics, SRH, youth, gender and poverty reduction/climate change.
6. Participates in and facilitates inter-agency efforts on the provision of technical support to government in data for policy and development. Facilitates inputs to relevant joint initiatives with other UN Agencies and Implementing Partners including joint planning, research, missions, and reporting/reviews. Actively contributes to advancing the ICPD agenda and SDGs in Cambodia.
7. Provides technical and substantive support to the delivery of high quality and measurable UNFPA's programme results by monitoring and reporting results achieved in the implementation of relevant

thematic interventions, in line with agreed upon CF outcomes/CPD outputs and indicators while ensuring the established policies, rules and procedures of UNFPA and Government are complied with in all programme/project activities. Documents good practices and lessons learned.

8. Provides guidance and support to facilitate the work of national and international consultants, advisors and experts on population and development research and establish and maintain collaborative relationships with counterparts in government, multilateral and bi-lateral donor agencies and civil society to address emerging population issues including youth, population bonus, aging, ethnic/indigenous people, and migration.
9. Participates in resource mobilization efforts of CO regarding the data for policy portfolio by exploring potential donors, and developing draft proposals, as required.
10. Represents UNFPA in data-related and policy advisory forums and groups, including UN results/technical working groups, in particular the UN Data Group and Data for Development.
11. Demonstrates and promotes human rights, human rights-based approach in programming, gender sensitive behavior and gender equality within UNFPA and with partners.
12. Provides timely feedback to the Supervisor and Senior Management Team on programme implementation, monitoring and evaluation. Implements any other assignments requested by the Supervisor and Senior Management Team.

E. Qualifications and Experience

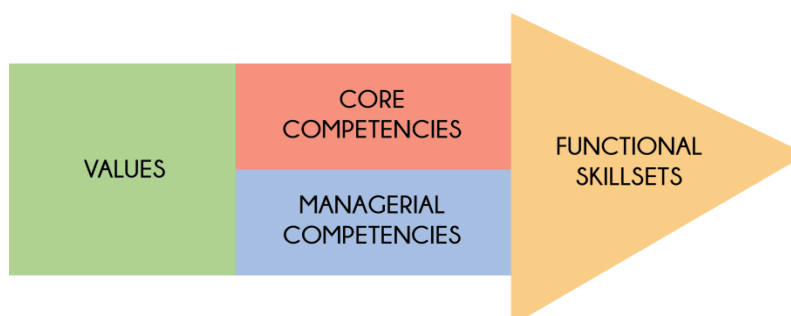
- Postgraduate degree in social sciences or related fields with specialized knowledge in the field of demography, statistics, population or other related field.
- At least 2 years of experience in population and development, national or sub-national planning and governance.
- Prior experience in developing countries is an asset.
- Fluency in English. (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

F. Learning Elements

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

- Appraise and prepare projects addressing population trends, national policies related to population and development.
- Write assessment reports on the subject of population, use of data for planning and demography.
- Monitor progress in using data and evidence for planning and development including population planning.
- Prepare policy briefs on related population issues.

G. 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

H. Background Information

Information on the receiving office:

The UNFPA Cambodia Country Office (CCO) is composed of 20 staff members, including a Representative (international), an Assistant Representative, an Operations Manager, and 17 other programme and support staff. The CCO is expected to onboard three more international staff members from April 2024, bringing the total number of international staff to four. The Programme Analyst will be part of the Population and Development programme.

UNFPA Cambodia has been working closely with governmental and non-governmental organizations to address population, sexual and reproductive rights, and gender equality issues. The Country Programme is designed to align with local and global strategies, including the right to accurate information and services related to sexuality and reproductive health.

UNFPA Cambodia leads the UN interagency Gender Theme Group, the UN interagency sub-working group on GBV, and co-leads the UN Data work. UNFPA is also the Secretariat for the joint UN Youth Advisory Panel (UN YAP). UNFPA has a lead coordination role in SRHR, Gender and GBV and Data.

In the area of Population and Development, UNFPA has been working closely with the Royal Government of Cambodia (RGC) on increased access to population data for effective planning since 1994. The focus of UNFPA's work is on supporting the national population census, the demographic health survey and the development of population policies on gender, aging and the demographic dividend. This is in line with UNFPA's 3 Transformative Results, the International Conference on Population and Development (ICPD) Plan of Action and the RGC's 12 voluntary commitments of the ICPD.

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