



UNITED NATIONS CHILDREN'S FUND JPO Request Form



UNICEF/2024/ ssanoubane



UNICEF/2022/ ssanoubane

Training and Learning Plan

- ✓ Participation in a one-week JPO Induction Programme in New York;
- ✓ Guidance and advice in relation to training opportunities within the field of expertise;
- ✓ Use of yearly JPO training funds for internal/external training opportunities;
- ✓ Participation in the Mentoring, Coaching, and Career Counselling and Career transition programmes;
- ✓ Encourage field mission and/or stretch assignment during and after the 2nd year

In addition, the JPO will benefit from learning opportunities in the receiving office, taking advantage of local and international learning events, either in person or remotely through webinars.

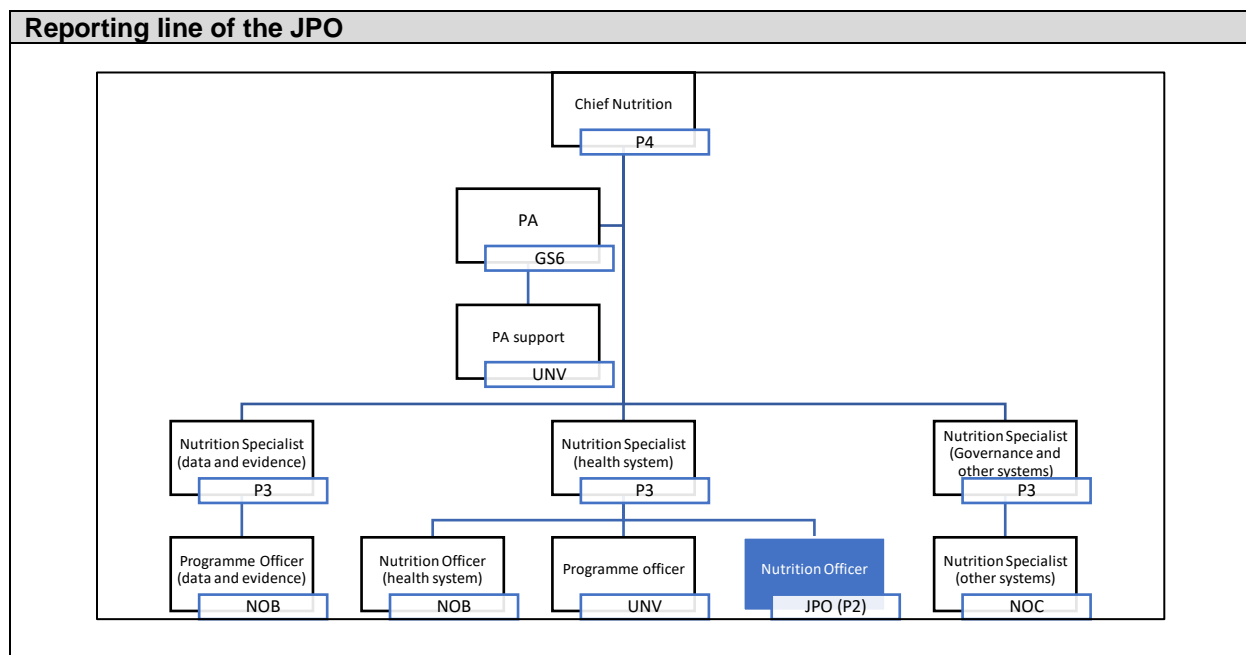
The JPO will contribute to the outcome of the Nutrition Programme under the Country Programme of Cooperation between the Government of Lao PDR and UNICEF 2022-2026: "By 2026, more infants, children, adolescents and women have equitable access to and benefit from high-impact multi-sectoral nutrition interventions", more specifically to the second output under the nutrition outcome - output 2: Government authorities at national and subnational levels and their partners have strengthened capacity to deliver convergent quality and equitable high impact nutrition interventions and services.

The JPO is expected to assist the nutrition team in supporting the Ministry of Health (MoH) in enhancing the planning and implementation of preventive nutrition interventions by integrating them into maternal and child health services under the broader RMNCAH strategy. Experience in strengthening the Breastmilk Substitute (BMS) code and transitioning from traditional IFA tablets to Multiple Micronutrient Tablets for pregnant mothers will be highly beneficial for the JPO's future career.

Career prospects and potential for retention: The field of nutrition interventions is increasingly relevant for the work of UNICEF, and this JPO position provides exposure, learning, and growth, thus increasing the potential for future applications to positions in this area across the agency.

Supervisor's experience in coaching and development of young professionals: the post's supervisor has 20 years managing teams and extensive experience coaching junior national and international staff, namely in the nutrition field.

Information and living condition of Duty station: Vientiane, Lao PDR	
General Information	UNICEF- Lao PDR office is located by side of the Mekong River, 3km from the center of Vientiane and easily accessible. Commute is either done by private car, taxis, or bicycles. The JPO will be based within the Nutrition Section of the UNICEF Lao PDR Office in the Capital City of Vientiane. The assignment may also require periodic travel to support program implementation, monitoring missions at subnational level. All work-related travel for the planning, implementation or monitoring of activities, including air tickets, car rentals, security clearance and will be supported by UNICEF as per UNICEF rules. The UNICEF Lao PDR Office is a multi-cultural working environment with around 100 staff working to protect and advance the rights of children.
Security	Lao PDR is a family duty station and is relatively safe but special cautions must be aware when walking alone during the dark. As part of the appointment process, the JPO is required to complete the B-SAFE training and submit the certificate. UNICEF's Emergency Operations Centre (OPSCEN) in New York is 24hours/7 days a week in contact with all UNICEF offices all over the world. In addition, the office works closely with UNDSS (United Nations Department of Safety and Security) Office in Lao PDR. UNICEF Operations Manager is the security Focal Point.
Housing	There is a wide range options for accommodation, including apartments and individual houses. Rents vary from approximately USD500 per month for a small house or one bedroom apartment to USD1,500 per month for larger properties.
Schools & Childcare	International Schools are available in the duty station and are following International Curriculum that are globally recognized. International schools often include a kindergarten and pre-school classes (sometimes even a nursery) for younger kids.





UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

I. Post Information

Job Title: **Nutrition Officer**
 Supervisor Title/ Level: **Nutrition Specialist**
 Organizational Unit: **Programme**
 Post Location: **Vientiane, Lao PDR**

Job Level: **P-2**
 Job Profile No.:
 Job Classification Level: **Level 2**

II. Strategic Office Context and purpose for the job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programs, in advocacy and in operations. The equity strategy, emphasizing the most disadvantaged and excluded children and families, translates this commitment to children's rights into action. For UNICEF, equity means that all children have an opportunity to survive, develop and reach their full potential, without discrimination, bias or favoritism. To the degree that any child has an unequal chance in life — in its social, political, economic, civic and cultural dimensions — her or his rights are violated. There is growing evidence that investing in the health, education and protection of a society's most disadvantaged citizens — addressing inequity — not only will give all children the opportunity to fulfill their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. It accelerates progress towards realizing the human rights of all children, which is the universal mandate of UNICEF, as outlined by the Convention on the Rights of the Child, while also supporting the equitable development of nations.

Malnutrition remains a significant public health issue in Lao PDR, as evident by the recent LSIS-III data. It reveals that 33% of children under five are stunted, 10.7% are wasted, 24.3% are underweight, and 2.8% are overweight. Although no recent data is available on micronutrient deficiencies, it is expected to be highly prevalent. The causes of undernutrition are complex, with key drivers including (i) poor childcare and feeding practices, (ii) low dietary diversity, (iii) limited access to quality health and nutrition services, and (iv) a weak enabling environment.

The LSIS data also underscores the inadequacies in infant and young child feeding practices. Only half of the children (44%) are breastfed within one hour of birth, and almost same proportion (50%) are exclusively breastfed until six months. According to national nutrition surveillance and food security monitoring, while food insecurity is a concern for some population groups, the overall situation remains stable. However, in recent years, significant declines have been observed in appropriate feeding practices for young children, with only 1 in 10 children receiving a diet that supports growth and development during the lean season, and just 1 in 3 during the post-harvest season.

As part of UNICEF's support to the Ministry of Health (MoH) and to improve infant and child feeding practices, efforts are being made to develop a cadre of breastfeeding advisors. This was done through the developing Breastfeeding Accreditation Course, which spans for 3½ months and includes both theoretical and practical sessions. As of today, four BFA cohorts have been completed, with 85 participants trained and certified across provincial and central hospitals. UNICEF is also supporting the Government of Lao PDR (GoL) in monitoring and reporting violations of the Breast Milk Substitute (BMS) decree at retail sales points and hospitals, and in generating evidence and data for enforcement actions. It is also supporting government in developing AI based monitoring tool to report violations of BMS

occurring at the social media platforms. UNICEF is further advocating with the Department of Hygiene and Health Promotion, and academic universities /institutions, to push for a policy shift from Iron and Folic Acid (IFA) supplementation to Multiple Micronutrient Supplements (MMS) for pregnant women and women of reproductive age. This policy shift is proposed due to the broader health benefits of MMS in preventing low birth weight, stillbirths, and reducing disability-adjusted life years (DALYs) among target populations. Further to effectively monitor and improve the quality-of-service delivery for nutrition-specific preventive interventions, it is necessary to recruit a Nutrition Officer.

Job organizational context.

The **Nutrition Officer** will be based in Nutrition Section at UNICEF Laos.

Purpose for the job:

The Nutrition Officer will be involved in assisting the Ministry of Health (MOH) to improve the planning, design, implementation, monitoring and evaluation of preventative nutrition interventions delivered through the health system in line with the national Reproductive, Maternal, Newborn, Child and Adolescent Health (RMNCAH) strategy and action plan and the National Plan of Action for Nutrition (NPAN). Particularly support to strengthen the integration of nutrition in the areas of well child and early essential newborn care under the RMNCAH strategy will be expected to improve the quality, coverage, uptake and utilization of micronutrient supplementation interventions, growth monitoring promotion including efforts to improve Infant and Young Child Feeding (IYCF practices). This will include providing technical support to further enhance the breastfeeding counseling accreditation course, strengthening monitoring and enforcement of the BMS code, and supporting the government in finalizing the policy brief on transitioning from IFA tablets to multiple micronutrient supplementation, along with developing operational guidance and piloting the initiative. As a part of the duties of all international staff in the Nutrition Section, the JPO will also engage in activities related to knowledge management and evidence generation. The JPO will have opportunities to engage in the team's other efforts to reduce malnutrition in Lao PRD in line with the wider national Nutrition Strategy and the priorities set by the National Nutrition Committee chaired by the Deputy Prime Minister.

III. Key functions, accountabilities and related duties/tasks:

1. Support to programme development and planning.

- Technical guidance and support to MOH the Department of Health and Hygiene Promotion (DHHP) and Department of Healthcare and Rehabilitation (DHR) as well as cross departmental groups such as the Reproductive, Maternal, Newborn, Child and Adolescent Health (RMNCAH) secretariate and chairs of the respective working groups (especially the well child and early essential newborn care (EENC) groups), for the planning of nutrition interventions across contexts in alignment with NPAN.
- Participate in strategic program discussion on the planning of nutrition projects/activities.
- Support with necessary documentation/ paperwork for program reviews and tracking plans for the rolling work plan under CPD based on the RBM methodology.
- Work closely with implementing partners, INGOs, academic institutions, and other organizations to provide them with technical and operational support so that planned activities are carried out and results are obtained in accordance with the broader NPAN/CPD WorkPlans.
- Provide technical and operational support during all phases of the programming processes and ensure that programs and projects are integrated, coherent, and harmonized with other sectoral departmental activities with a nutrition focus.

2. Programme management, monitoring and delivery of results

- Participate in monitoring and evaluation exercises, program reviews and annual reviews with government and other counterparts to assess progress and to determine required action/interventions to achieve results.

- Prepare/assess monitoring and evaluation reports to identify gaps, strengths/weaknesses in program and management, identify lessons learned and use knowledge gained for development planning and timely intervention to achieve goals.
- Support for the development of the sectoral work plan and technical decisions as well as for project monitoring and evaluation of assigned project/sectoral activity, focusing on nutrition-specific interventions and in compliance with the defined project strategies and approaches, with an emphasis on promoting a shared understanding and approach to reducing gender inequalities and achieving gender mainstreaming.
- Actively monitor programs/projects through field visits, surveys and/or exchange of information with partners/stakeholders to assess progress, identify bottlenecks and potential problems and take timely decisions to resolve issues and/or refer to relevant officials for timely resolution.
- Participate in programme reviews and annual sector review meetings with government counterparts, ensuring that quantitative and qualitative lessons learned in gender equality in nutrition are included as a standard feature. Support in the preparation of annual Nutrition sector status reports
- Support to programme management, monitoring and delivery of results including actively monitoring the activities mentioned through field visits and exchange of information with partners and stakeholders to assess progress including support on identifying bottlenecks and potential problems, and take timely decisions to resolve issues and/or refer to relevant officials for timely resolution;
- Support to identify lessons learned and use knowledge gained for development planning and timely intervention to achieve goals;

3. Technical and operational support to programme implementation

- Assists government authorities in planning and organizing training programs. Identifies training needs and objectives for the purpose of capacity building and program sustainability.
- Participate in discussions with national partners/clients/stakeholders to promote nutrition and development issues particularly in regards to strengthening prevention nutrition programs such Infant and Young Child Feeding (IYCF) Practices, Micronutrient Supplementation, Growth Monitoring, etc
- Support to the relevant nutrition focal persons across departments, such as the Department of Hygiene and Health Promotion (DHHP), Department of Health Care and Rehabilitation (DHR) and Centre of Nutrition (CN) combined with hands-on technical support and potentially trainings to programme managers and planners to better understand the nutrition challenges and interventions needed
- Lead the development and finalization of technical guidance materials pertaining to multiple micronutrient supplementation to further strengthen the capacity of programme managers and front-line health workers.
- Support to draft policy papers, briefs and other strategic programme materials for management use, information and/or consideration pertaining to preventative nutrition interventions delivered through the health sector;
- Support the organization and implementation of capacity building initiatives to enhance the competencies of Government and stakeholders to promote sustainable results pertaining to preventative nutrition interventions delivered through the health sector.

4. Networking and partnership building

- Support to strengthen networking and partnership building for preventative nutrition interventions delivered through the health sector including to prepare communication and information materials as well as build and sustain effective close working partnerships with nutrition sector government counterparts and national stakeholders through active sharing of information and knowledge;
- Build and sustain effective close working partnerships with nutrition sector government counterparts, national stakeholders and global partners/allies/donors/academia through active networking, advocacy and effective communication to build capacity and exchange knowledge/expertise to facilitate the achievement of program goals and social justice and equity for the rights of mothers, newborn and children.

<ul style="list-style-type: none"> ▪ Prepare communication and information materials for CO program advocacy to promote awareness, establish partnership/alliances and support fund raising for nutrition programs (maternal, newborn and child survival and development). 	
<p>5. Innovation, knowledge management and capacity building</p> <ul style="list-style-type: none"> ▪ Support assessment of delivery channels to increase the coverage of breastfeeding counselling by qualified service providers. The assessment can be carried out through leveraging consultancies and should include an identification of the strengths and weaknesses, opportunities and threats across different delivery channels as well as identification on new channels with potential to use such as mHealth service. ▪ Providing technical support and collaborate with the agency involved in developing an AI-based tool to monitor violations of the Breastmilk Substitute (BMS) decree on social media platforms such as Facebook, Instagram, and company websites. ▪ Provide technical support to MOH to support the transition of the use of iron folate supplements for pregnant women to a multiple micronutrient supplement in line with global recommendations to improve birth outcomes including reduce the risk of low birth weight. This may include the establishment of a partnership with an academic institution in country to undertake a smaller study. ▪ Innovation, knowledge management and capacity building including: support to identify, apply and introduce innovative approaches and good practices to build the capacity of partners and stakeholders, and to support the implementation and delivery of concrete and sustainable results for nutrition pertaining to preventative nutrition interventions delivered through the health sector. 	
<p>IV. Impact of Results</p>	
<p>The efficiency and efficacy of program preparation planning and implementation of nutrition programs/projects and contribute to and accelerate the national development efforts to improve the nutritional status of mothers, infants, and children in the country, and this in turn contribute to maintaining/enhancing the credibility and ability of UNICEF to continue to provide program services for mothers and children that promotes greater social equity in the country.</p>	
<p>V. Competencies and level of proficiency required</p>	
<p><u>Core Values attributes</u></p> <ul style="list-style-type: none"> • Care • Respect • Integrity • Trust • Accountability <p><u>Core competencies skills</u></p> <ul style="list-style-type: none"> • Demonstrates Self Awareness and Ethical Awareness (2) • Works Collaboratively with others (2) • Builds and Maintains Partnerships (2) • Innovates and Embraces Change (2) • Thinks and Acts Strategically (2) • Drives to achieve impactful results (2) • Manages ambiguity and complexity (2) 	<p><u>Functional Competencies</u></p> <ul style="list-style-type: none"> • Persuading and influencing (1) • Applying technical expertise (1) • Learning and researching (2) • Planning and organizing (2)

VI. Recruitment Qualifications	
Education:	University degree in nutrition, public health, nutritional epidemiology, global/international health and nutrition, health/nutrition research, policy and/or management, health sciences, nutritional epidemiology, or another health-related science field
Experience:	<ul style="list-style-type: none"> - At least two years of progressively responsible professional experience in a developing country in one or more of the following areas: nutrition, public health, nutrition planning and management, or maternal, infant and child health/nutrition care required. If within the UN system agency or organization it is an asset, while experience with UNICEF is highly valued. - Working experience in a multi-cultural environment and to establish harmonious working relationships. - Working experience in conceptualizing, executing ideas, analysis and transferring knowledge and skills. - Excellent verbal and written communication skills, especially in communicating complex information and concepts to non-specialists. - Previous experiences with the implementation of nutrition preventative interventions in the health sector in a developing country context. Experience with IYCF counselling an asset. - Provision of nutrition technical assistance to Government based on global evidence and best practices. - Capacity building experiences, ideally targeting government officials in a developing country setting.
Language Requirements:	Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language is an asset.