



## UNITED NATIONS CHILDREN'S FUND JPO Request Form



### 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 missions in Turkmenistan and stretch assignment during or after the 2<sup>nd</sup> year

In addition, the JPO will benefit from the following specific learning opportunities in the receiving office:

- ✓ Regional Social Policy network meeting for Europe and Central Asia
- ✓ UNICEF online Course in Public Finance for Children
- ✓ Local governance and sustaining peace course
- ✓ UNICEF online course on How to measure Child Poverty?
- ✓ Participation in events on the Financing for Development Agenda

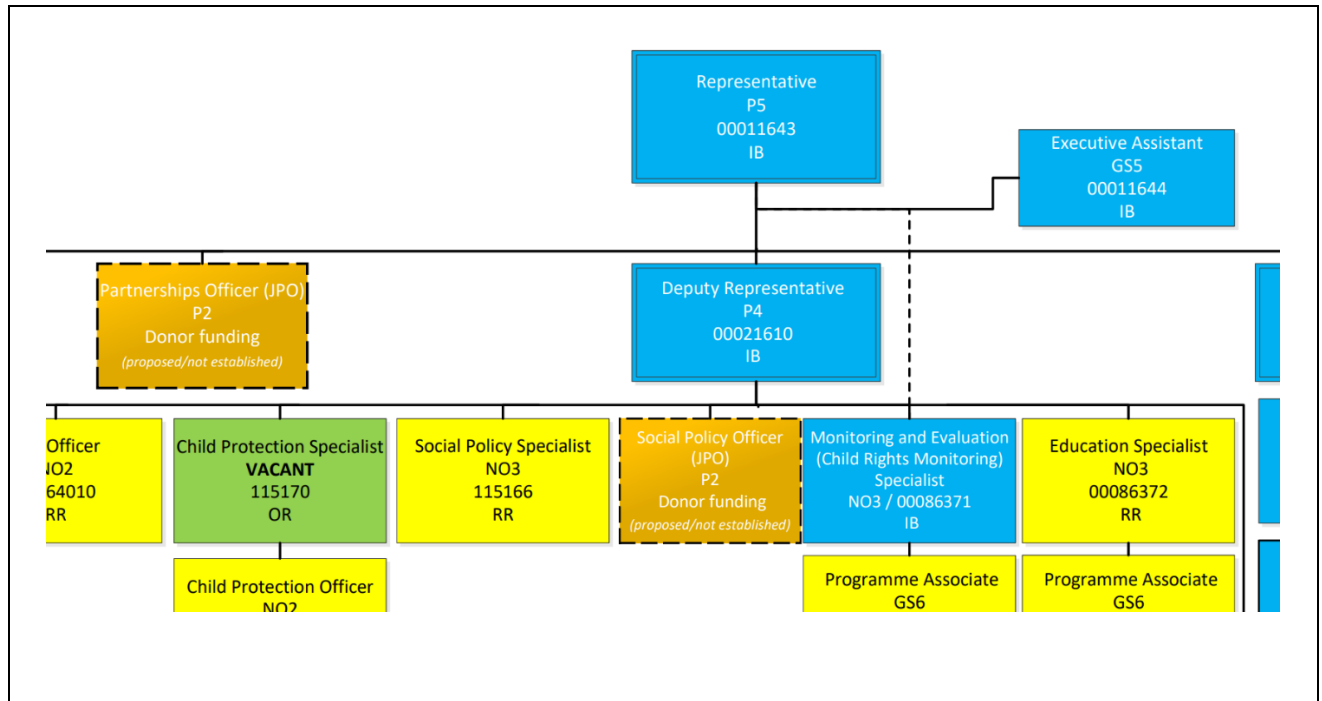
Please also mention the following:

- ✓ UNICEF promotes a culture of career development based on the principle of partnership between staff member, supervisor, and UNICEF. During the assignment the JPO will have access to resources and services for career development, including but not limited to regular guidance from supervisor, other senior staff and HR, tools to evaluate skills and strength, coaching to manage career effectively including career counselling with professional coaches.
- ✓ The Deputy Representative, who will be the supervisor of Social Policy Officer (JPO), is a senior staff member of UNICEF Turkmenistan, currently supervising 8 professional staff members. The Deputy Representative is a former JPO, well familiar with the programme and young professionals' career needs, aspirations, and opportunities at UNICEF.

Information and living condition of Duty station: [For Filed Office locations only]	
General Information	<p><i>Turkmenistan is an upper-middle-income country. Ashgabat, the capital and largest city in Turkmenistan, is a “family” and non-emergency “C” duty station. It has relatively good health, education and transportation facilities. There are a variety of sport and cultural activities offered (e.g. sightseeing, theatres, cinemas, exhibitions), and restaurants that offers typical local as well as international cuisine.</i></p> <p><i>Winter in Ashgabat is a bit cold but not freezing: the average in January is 4 °C (39 °F). The southern wind can raise the temperature to around 20/25 °C (68/77 °F) even in winter.</i></p> <p><i>Summer, from June to August, is very hot and sunny. Highs are around 37/38 °C (99/100 °F), but with peaks of 45 °C (113 °F) and more.</i></p> <p><i>Ashgabat has one international airport “Oguz han”. Turkmen airlines operate flights to some major European and Asian cities. Flight connections are possible via Istanbul and Dubai.</i></p> <p><i>UNICEF Turkmenistan office has 24 staff and is co-located together with other UN agencies in the premises of UN House in Ashgabat.</i></p>
Security	<p><i>Turkmenistan is considered a safe location provided usual safety measures in place. The UN state of alert for Turkmenistan is SLS 1 – Minimal and considered non-restrictive regarding family accompaniment at the duty station. At present, there are no off-limits areas in Ashgabat and in the countryside.</i></p>
Housing	<p><i>Different types of long-term accommodation are available in Ashgabat: standalone houses, apartments. These could be furnished and/or fully serviced, or unfurnished.</i></p>
Schools & Childcare	<p><i>Most of international staff's children attend QSI international School <a href="#">About Us - Ashgabat International School (qsi.org)</a> with an academic system that is widely recognized abroad. QSI International School includes kindergarten, pre-primary, primary and secondary classes.</i></p> <p><i>QSI International School of Ashgabat, is a member of Quality Schools International (QSI), a private, non-profit, coeducational, college-preparatory institution. QSI Ashgabat was founded in 2005 to provide quality education in English for expatriates and local citizens who are seeking an English education option for their children.</i></p>
Work for spouses & partners	<p><i>Work opportunities for spouses/partners are limited. If hired by any organization a work permit must be applied for spouses/partners through the same hiring organization. In order to provide career support to spouses and partners of UNICEF IP staff globally, the Spouse/Partner Career Support unit arranges workshops and webinars, as well as online language training.</i></p>

**Reporting line of the JPO [Please insert an org chart that is showing the reporting line of the JPO]**

UNICEF Turkmenistan CO



\*\*\*You may use the GJP or use the Specific JD for the below sections\*\*\*



## UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

### I. Post Information

Job Title: **Social Policy Officer**

Supervisor Title/ Level: Deputy Representative (P4)

Organizational Unit: Social Protection Section

Post Location: Ashgabat, Turkmenistan

Job Level: P2

Job Profile No.:

Job Classification Level: P2

### II. Strategic Office Context and purpose for the job

Established in 1946, UNICEF works in some of the world's toughest places, to reach the world's most disadvantaged children. To save their lives. To defend their rights. To help children fulfil their potential.

With office presence across 190 countries and territories, UNICEF works to ensure that every child survives and thrives, learns and acquires skills for the future, lives free of poverty in a sustainable climate and environment, and is protected from violence, exploitation and abuse.

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 further accelerate results for children UNICEF is working to enhance the governance for children, results based budgeting and planning for improved service delivery, better accountability, adequate financing options, while making sure children needs are prioritized and protected, especially those of the most marginalized.

With the continuing socioeconomic uncertainty caused by the war in Ukraine, volatile situation in neighbouring Afghanistan, and fluctuating global energy prices with deepening economic implications eroding gains on poverty reduction for children in Europe and Central Asia, UNICEF is accelerating its engagement on support to Social Protection in Turkmenistan. This position will form a critical part of the UNICEF Turkmenistan Social Protection team, supporting results for children at national, regional, and community levels.

#### **Strategic office context:**

*The Social Protection Section at UNICEF Turkmenistan is seeking a JPO for 2024-2025 that will provide critical support for the accelerated implementation of the current CPD to scale up the impact of social protection, public finance for children, including for child poverty reduction in Turkmenistan.*

Turkmenistan is an upper middle-income country of 7 million people and the second largest country by area in Central Asia. The Government of Turkmenistan has converted its hydrocarbon wealth into large-scale public investment in infrastructure and social services, nearly doubling its GDP per capita between 1990 and 2016. The economic policy of Turkmenistan is aimed at ensuring sustainable and balanced growth through diversification and increase of competitiveness of the economy while preserving macroeconomic stability.

Maintaining sustainable growth is based on the principle of harmonious interaction of economic, social, and environmental aspects of development.

Turkmenistan's social protection policy offers a variety of *cash benefits* to children and parents, including the maternity leave, universal child benefit paid until the age of three, compensation in case of loss of breadwinner, benefits for orphan children and disability allowances and pensions. The coverage with the universal child benefit is quite high, at 97%, going down to 92% in Dashoguz velayat and to 93% in the poorest households. Annually, the Government increases the amount of payments by 10%. Generously subsidised prices on basic foodstuff, utilities (electricity, natural gas and water) and gasoline – until the recent introduction of austerity measures in relation to consumer subsidies in 2019 - had most likely played a role of an additional income-protecting cushion. However, given the general paucity of data, understanding the impact of cash benefits and subsidies on well-being of children, families and individuals is difficult. Since the concept of poverty officially does not exist and the databases of the Household Budget Survey are not public, it is not possible to establish monetary poverty, absolute or relative. Little is known about the adequacy and effectiveness of the existing benefits. The system's readiness to adjust to shocks has just been assessed with an action plan to be prepared to integrate cash in emergencies component to the benefits packages in social protection.

The need to considerably strengthen Turkmenistan's governance mechanisms, especially in terms of the public finance system alignment with the SDGs and nationally-defined results, has been featuring consistently high on the list of recommendations issued by the UN treaty bodies, as well as emphasised in various UN reports and sectoral policy assessments. However, a dramatic lack of regular and consistent information on the status of public finances in Turkmenistan makes respective monitoring and analysis very challenging. Despite the government's commitment of the Public Finance Management (PFM) reform and technical assistance extended to the country by various development partners, principles of Results-Based Budgeting (RBB) are still not applied as a national standard; there is no Medium Term Expenditure Framework (MTEF); most of the country's development strategies of the past decade have not been costed and budgeted for, and access to budgeting/financial information is restricted.

By virtue of its corporate mandate, UNICEF's position and role have always been strong in promoting rights-based approach to strategic planning for children in Turkmenistan. In CPD 2021-2025 there are two Outcomes dedicated to Social Policy: Governance for Children, Social and Child Protection that are presented by Outputs dedicated to Results Based Budgeting and Planning as well as Social Protection for Children.

*The JPO will support the Social Protection Section's ability to ensure the technical excellence and quality of programmatic work providing critical support in the areas of social protection, public finance and child poverty analysis, advocacy, research, guidance, knowledge management and communication. The JPO will engage closely with UNICEF ECARO team, gathering best practices and evidence from the region and globally and engaging with the National partners towards achieving UNICEF Strategic Plan targets on Social Policy.*

*This includes exploring emerging issues such as the impact of socio-economic shocks on financing the social sectors at both national and local levels; social protection system assessment using the Core diagnostics instrument (CODI), revision of national methodologies for measuring wellbeing, proposing the criteria for defining "vulnerability" lines and applying these lines in targeting of social protection programs, explore partnership opportunities for conducting wellbeing survey, improve capacity of national partners in measuring monetary and multidimensional wellbeing; the development of integrated financing frameworks that address priority services for children at national level; and budget transparency and credibility in social sector spending and financing for development. The JPO will collaborate with UNICEF experts in the field and technical sector teams, as well as collaborate with external partners including UNRC and UNDP on joint programmes. The JPO will also support reporting, communication and knowledge management.*

**Purpose for the job:**

Please outline the overall responsibility of this position, focusing on:

- 1) What purpose it serves
- 2.) What is it accountable

Under direct supervisor of UNICEF Deputy Representative (P4) in Turkmenistan the JPO will be responsible for providing technical support and assistance in all stages of social policy programming and related advocacy from strategic planning and formulation to delivery of concrete and sustainable results. This includes programmes aimed at improving (a) public policies to reduce child poverty; (b) social protection coverage and impact on children; (c) the transparency, adequacy, equity and efficiency of child-focused public investments and financial management; and (d) governance, decentralization and accountability measures to increase public participation and the quality, equity and coverage of social services. This encompasses both direct programme work with government and civil society partners as well as linkages and support to teams working on education, health, child protection, emergency preparedness, and evidence generation.

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

- 1. Improving data on child poverty & vulnerability for increased use for policy and programme action**
- 2. Strengthening social protection coverage and impact for children**
- 3. Improving use of public financial resources for children and strengthening capacity of local governments to plan, budget, consult on and monitor child-focused social services.**
- 4. Strengthened advocacy and partnerships for child-sensitive social policy**

- 1. Improving data on child poverty & vulnerability for increased use for policy and programme action**
  - Supports the collection, analysis and user-friendly presentation of data on multidimensional and monetary child poverty, including strengthening national capacity to collect systematically, report and use data for policy decision-making.
  - Provides timely, regular data-driven analysis for effective prioritization, planning, and development; facilitates results-based management for planning, adjusting, and scaling-up specific social policy initiatives to reduce child poverty.
  - Analyzes the macroeconomic context and its impact on social development, emerging issues and social policy concerns, as well as implications for children, and proposes and promotes appropriate responses in respect of such issues and concerns, including government resource allocation policies and the effect of social welfare policies on the rights of children

- 2. Strengthening social protection coverage and impact for children**
  - In strong collaboration with the Ministry of Labour and Social Protection of Population, supports the development of social protection policies, legislation and programmes with attention to increasing coverage of and impact on children, with special attention on the most marginalized. Identifies, generates and presents evidence to support this goal in collaboration with partners.
  - Supports strengthening of integrated social protection systems, providing technical support to partners to improve the design of cash transfers and child grants and improve linkages with other social protection interventions such as health insurance, public works and social care services as well as complementary services and intervention related to nutrition, health, education, and child protection.
  - Supports improved monitoring and research around social protection impact on child outcomes, and use of data and research findings for strengthening programme results.

- 3. Improving use of public financial resources for children and strengthening capacity of local governments to plan, budget, consult on and monitor child-focused social services.**
  - Undertakes budget analysis to inform UNICEF's advocacy and technical assistance to Ministry of Finance and Economy and social sector ministries to improve equitable allocations for essential services for children. Works with sector colleagues to build capacity to undertake costing and cost effectiveness analysis on priority interventions to help inform policy decisions on child-focused investments.

- Supports the identification of policy options for improved domestic financing of child-sensitive social protection interventions.
- Undertakes and builds capacity of partners for improved monitoring and tracking of public expenditure to support transparency, accountability and effective financial flows for essential service delivery, including through support to district level planning, budgeting and public financial management as well as facilitating community participation
- Collaborates with the central and local authorities to strengthen capacity on quality data collection, analysis for policy development, planning, implementation, coordination, monitoring of essential social services, with emphasis on community participation and accountability.

#### **4. Strengthened advocacy and partnerships for child-sensitive social policy**

- Supports correct and compelling use of data and evidence on the situation of children and coverage and impact of child focused services – in support of the social policy programme and the country programme overall.
- Establishes effective partnerships with the Government, bilateral and multilateral donors, NGOs, civil society and local leaders, the private sector, and other UN agencies to support sustained and proactive commitment to the Convention of the Rights of the Child and to achieve global UN agendas such as the Sustainable Development Goals.
- Identifies other critical partners, promotes awareness and builds capacity of partners, and actively facilitates effective collaboration within the UN family.

## **IV. Impact of Results**

The efficient and effective technical support provided to the development and implementation of strategic advocacy and planning and formulation of social policy programmes/initiatives and the achievement of sustainable results, contributes to achievement of goals and objectives to create a protective environment for children and thus ensure their survival, development and well-being in society. Achievements in social policy programmes and projects in turn contribute to maintaining/enhancing the credibility and ability of UNICEF to provide programme services for mothers and children that promotes greater social equality in the country.

## **V. Competencies and level of proficiency required**

<p><b><u>Core Values attributes</u></b></p> <ul style="list-style-type: none"> <li>• Care</li> <li>• Respect</li> <li>• Integrity</li> <li>• Trust</li> <li>• Accountability</li> </ul> <p><b><u>Core competencies skills</u></b> (please make sure to adjust competency levels depending on supervisory responsibilities)</p> <ul style="list-style-type: none"> <li>• Nurtures, Leads and Manages People (1)</li> <li>• Demonstrates Self Awareness and Ethical Awareness (2)</li> <li>• Works Collaboratively with others (2)</li> <li>• Builds and Maintains Partnerships (2)</li> <li>• Innovates and Embraces Change (2)</li> <li>• Thinks and Acts Strategically (2)</li> <li>• Drives to achieve impactful results (2)</li> <li>• Manages ambiguity and complexity (2)</li> </ul>	<p><b><u>Functional Competencies</u></b> (please use GJP as reference):</p> <ul style="list-style-type: none"> <li>• Persuading and influencing (1)</li> <li>• Applying technical expertise (1)</li> <li>• Learning and researching (2)</li> <li>• Planning and organizing (2)</li> </ul>
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<b>VI. Recruitment Qualifications</b>	
Education:	A university degree in one of the following fields is required: Economics, Public Policy, Social Sciences, International Relations, Political Science, or another relevant technical field.
Experience:	<p><i>A minimum of two years of relevant professional work experience is required.</i></p> <p><i>Experience working in a developing country context is considered an asset.</i></p> <p><i>Relevant experience in a UN system agency or other international organization is considered an asset.</i></p>
Language Requirements:	<i>Fluency in English is required. Knowledge of Russian is considered an asset.</i>