



UNITED NATIONS CHILDREN'S FUND JPO Request Form



Training and Learning Plan

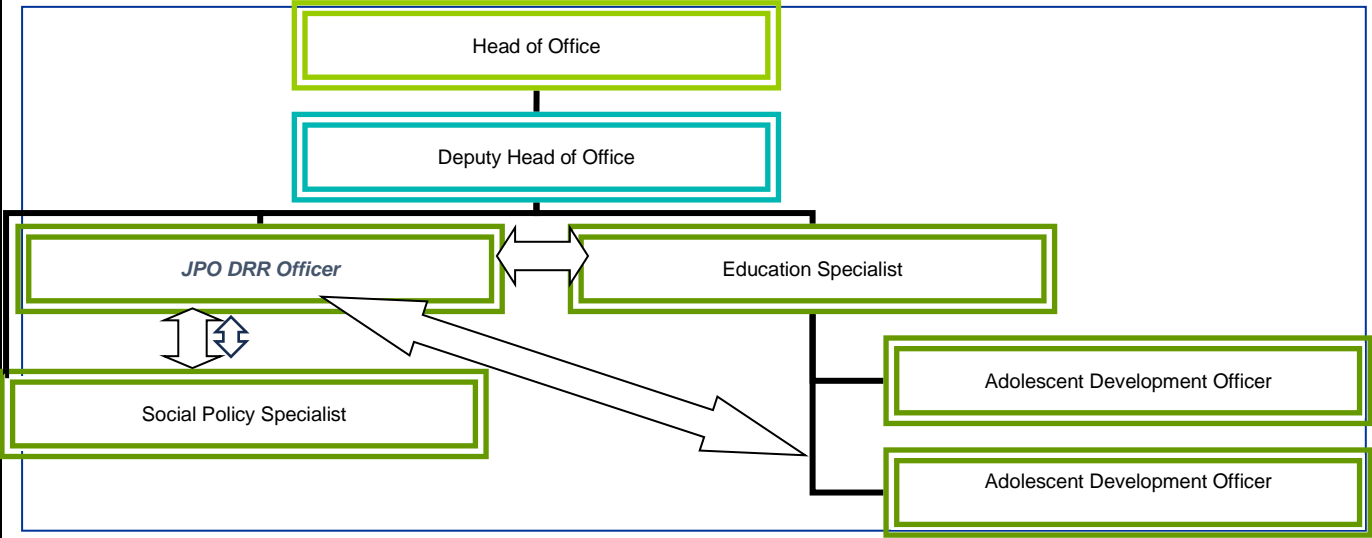
- ✓ Participation in a one-week JPO Induction Programme in New York;
- ✓ Guidance and advice in relation to training opportunities within the field of expertise;
- ✓ Use of yearly JPO training funds for internal/external training opportunities;
- ✓ Participation in the Mentoring, Coaching, and Career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

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

- The JPO will benefit from close on-the-job training with both the immediate supervisor and the wider team at the Kosovo office. It is also expected that the JPO will be asked to participate locally/regionally/globally in technical trainings related to his/her area of work;
- The JPO can benefit from the UNICEF Agora training platform which provides online training resources across key disciplines within the organization and are aligned to leading global learning institutions;
- UNICEF Kosovo will organize a comprehensive orientation/onboarding programme for the JPO and the JPO will also participate in many office-wide capacity-building initiatives;
- JPOs gain first-hand experience on UNICEF's interventions on the ground – reaching the most vulnerable through field missions; the JPO is expected to spend time in the field, especially in UNICEF's five priority municipalities.

Information and living condition of Duty station: [For Filed Office locations only]	
General Information	<p>The position is based in Prishtina is the capital and largest city of Kosovo with over 400.000 inhabitants, making it the administrative center and a pleasant, safe, yet also a very dynamic city with a thriving café culture. Prishtina's climate is a humid continental climate, with warm summers and cold, snowy winters. Anywhere in Kosovo, one will feel the pull of the nature and the mountains.</p> <p>The United Nations Kosovo Team (UNKT) is comprised of 19 agencies and hundreds of staff from Kosovo and abroad. The UNKT partners with government, civil society, and the private sector, aligns all its work with the UN's Sustainable Development Goals (SDGs).</p>
Security	<p>Kosovo is divided in two security areas, Security Area 1: Kosovë/Kosovo - Mainland - Security Threat Level 2 - Low Security Area 2: Kosovë/Kosovo - Northern Municipalities - Leposaviq/Leposavić, Mitrovicë/Mitrovica North, Zubin Potok, Zvečan/Zvečan & Mitrovicë/Mitrovica South - Security Threat Level 3 - Moderate</p> <p>In general security is stable, there's minor incidents such as thefts reported regularly; other security concerns would include traffic accidents and air quality during the winter months. All in all, Kosovo is a safe and pleasant duty station.</p>
Housing	Different types of long-term accommodation are available in Prishtina; stand-alone houses, apartments etc. These could be furnished or unfurnished.
Schools & Childcare	There are several English language schools (American school, International Baccalaureate IB-ILG, QSI, Finnish school, Prishtina High School) as well as a French school to choose from. Most of international staff's children attend international schools with an academic system that is widely recognized abroad. International schools often include a kindergarten and pre-school classes (sometimes even a nursery) for younger kids.
Work for spouses & partners	Please share information available opportunities for Work for spouses and partners.

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



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: JPO - Disaster Risk Reduction
Supervisor Title/ Level: Deputy Head of Office
Organizational Unit: ADAP
Post Location: Kosovo

Job Level: P2
Job Profile No.: 1L04
Job Classification Level:

II. Strategic Office Context and purpose for the job

Strategic office context: [Office Context and JPOs Contribution to the Organization]

Please write a short pitch on why the governments should sponsor a JPO in your office. Consider including background information, history and programme outline for the country. Give a short background of the programme/projects the JPO will be working on; the impact and contribution of the JPO.

Why we think our JPO will have great career prospects beyond the assignment.

Kosovo has been among the pioneer offices within UNICEF for much of the adolescent/youth development and participation and early innovations work globally, and several initiatives were first initiated, developed and tested in Kosovo. Later these initiatives were adopted and adapted to several countries worldwide. This has also meant that in recent years, Kosovo has been an exporter of skilled Adolescent development officers and innovation officers/specialists within the organization, both to Headquarters divisions and country and regional offices, and we have several recent examples of staff who started their international career as officers in the UNICEF Kosovo adolescent/youth/innovation team. We hence believe that an investment in working as a JPO, could offer a feasible opportunity for retention and a career path within the organization, assuming this is of interest to the JPO at the end of her/his assignment. The office will also allow the JPO visibility in the organization, where work will require interactions globally/regionally as one of the faces of the Adolescent and youth team.

The programme works at the nexus of DRR, Climate Change and Environment and has a proven track-record in empowering adolescents and youth to explore avenues to transfer 21st century skills – with the objective to have every adolescent and youth learn and be empowered to reach their full potential in life.

The work the JPO will be involved in is critical in the Kosovo context. Kosovo is exposed to a myriad of climate-related hazards, including high temperatures, water scarcity, flooding, landslides and other forms of environmental degradation. As such, Kosovo's children experience an exposure to a multitude of climate-related hazards, including flooding, wildfires, earthquakes, water scarcity and extreme heat.

In early 2023, Kosovo also experienced the worst floods in several decades, leading to the destruction of buildings and critical infrastructure, affecting around 22,000 people nationwide. Climate change is expected to

make such disasters more frequent and intense in Kosovo - with major impacts on children's health and well-being.

Projections indicate that Kosovo will experience rising average annual temperatures, more frequent and intense heat waves, and altered precipitation patterns, leading to both increased water scarcity and flooding across all regions. Children are particularly vulnerable to these climate-related hazards, facing increased risks of heat stress, respiratory issues, malnutrition and other issues.

On the other hand, disaster management capacities in Kosovo are very weak, recovery strategy and disaster response plans are nonexistent, and coordination between the central and local level is lacking. According to the latest EU progress report Kosovo needs to develop legislation, governance, and financial framework related to preparedness, develop a comprehensive investment plan for preparedness and response, improve coordination among responsible authorities in large-scale disasters, and strengthen governance and procedures related to developing national risk assessment.

Children in Kosovo face one of the greatest exposure to these climatic extremes, whilst also having some of the highest vulnerabilities in Europe due to poverty. Around 23% of children in Kosovo are living under the nationally poverty line, meaning they lack access to safe water, adequate housing, clean energy and other essential services. These children are even more exposed and vulnerable to climate and environment-related hazards, such as extreme heat, storms and pollution.

Children living in rural areas, or informal settlements, including those close to power plants, mines and other key sources of pollution face some of the highest risks. Children with disabilities and pre-existing conditions and those from marginalised communities, such as Roma, Ashkali and Egyptian households, also face additional layers of vulnerability, which jeopardise their health and overall wellbeing.

Amongst key findings of a 2024 Climate Landscape Analysis for Children in Kosovo were that:

- Since the 1950s, annual average temperatures in Kosovo have risen by 2-3°C with the most significant warming occurring during the summer months. This has led to an increase in heat waves, heavy rainfall and flooding, water scarcity and drought and wildfires (*Table.1* and *Fig.1*). Children also face a significant exposure to air and water pollution and a medium risk of earthquakes. Overall, children across all districts face a high or extremely high exposure to these hazards. Children living in Ferizaj and rizren face the greatest combined exposure.
- Environment and climate change account for 3 out of the top 5 risk factors for ill health in children under 5 yrs old in the Western Balkans. For example, the leading causes of death among infants under-1 are Lower Respiratory Infections (LRIs) and diarrhoea, both of which are exacerbated by temperature extremes. LRIs in children have also been closely linked with air pollution in Kosovo.
- As the frequency and length of heat waves continues to increase in Kosovo, so too do hospital admissions for children.
- High temperatures in Kosovo not only contribute to heat-related mortality but also exacerbate a range of paediatric diseases. These include intestinal infectious diseases, respiratory conditions, endocrine, nutritional, and metabolic diseases, as well as nervous system disorders. Extreme heat has also been linked to sudden infant death syndrome (SIDS).
- A warmer climate has been linked to an increased risk of vector-borne disease in Kosovo, expanding the climatic niche of disease vectors such as mosquitoes, sandflies and ticks.
- In recent years, severe flooding has caused significant damage across Kosovo, with many children losing their homes due to water damage, particularly in Mitrovica, Peja, and Skenderaj. Around 25 percent of children in Kosovo live in inadequate housing conditions, including homes with a leaking roof, increasing their vulnerability and exposure to these events. Flooding in Kosovo has also been linked to the spread of water-borne diseases such as gastroenteritis.
- Increased water scarcity due to climate change poses a severe threat to food security and child nutrition in Kosovo, where agriculture is a fundamental source of sustenance and income, particularly

in rural areas. Children under-five, particularly those from the Roma, Ashkali, and Egyptian communities, where up to 15 percent of children under five are stunted (low height for age), compared to four percent nationwide, are particularly vulnerable.

- Wildfires pose a serious and growing threat to children in Kosovo, with profound implications for their health and safety. The smoke from wildfires contains fine particulate matter (PM2.5), which is particularly harmful to young children's respiratory systems, being up to 10 times more damaging than PM2.5 from other sources. Prenatal exposure to wildfire smoke further compounds these risks, as pregnant women exposed to smoke have higher rates of low birthweight, premature birth, and stillbirth.
- Kosovo is located in a seismically active region, positioned within the Alpine-Mediterranean seismic belt, which is one of the world's most earthquake-prone areas. Gjakovë and Prizren both lie near tectonic fault lines, making them particularly vulnerable to earthquakes. In addition to the physical dangers, the psychological impacts on children who experience earthquakes can be severe and enduring.
- Kosovo's air quality is among the worst in Europe, with daily PM2.5 levels, the most dangerous air pollutant, reaching up to 367 µg/m³—more than 25 times the WHO's safe daily limit for children. PM2.5 has been linked to issues such as premature birth and low birth weights among infants, stunting, respiratory disease and allergies among children.
- Furthermore, indoor air pollution, exacerbated by inadequate ventilation in homes and schools, also poses serious health risks for children in Kosovo. The lack of access to clean energy for cooking and heating in Kosovo's rural areas also poses a significant risk of burn injuries to children, especially those under the age of five, as evidenced by the high incidence of burn injuries, exceeding rates seen in most other European countries.
- Research from Europe demonstrates that for every increase of 5 µg/m³ in PM2.5, there is a corresponding one-point decrease in Grade Point Average (GPA). In Kosovo, this translates to a potential decrease in children's GPA by approximately 68 points.

UNICEF Kosovo has been working in the last years to reduce and prevent the air pollution through various initiatives. In the framework of the United Nations Conference on Climate Change (COP28), UNICEF has meticulously prepared the "Declaration on Children, Youth, and Climate Action" that represents the commitment that governments are acquired to undertake, pledging their support for the priorities identified by children and youth across the globe.

UNICEF and the Swedish Environment Protection Agency (SwEPA) are part of forged a unique partnership in the Western Balkans to strengthen the Government's capacities on air quality governance and data, while informing, educating, and creating spaces for young people to engage in advocacy and policy dialogue with key stakeholders, as well as influence policies, behavior change and social norms around air quality issues. UNICEF Kosovo has been engaged in increased education and awareness around key air quality issues and improved mobilization and coordination of action for children and youth. Groups of youth were engaged: through the U-report initiative; in advocacy initiatives around key air quality issues; in awareness campaign in social media reaching 37,742 people; advocacy dialogue meetings with Municipality officials. UNICEF trained and engaged 60 young people to develop and propose innovative solutions for improving air quality and environmental protection etc.

The JPO is required to support UNICEF on DRR, and help the Kosovo office expand programming in the area of Climate Change and Environment. The JPO is required based on the projects implementation to travel in various municipalities in Kosovo.

Please provide an overview of the office context in which this position works, briefly summarizing

Purpose for the job:

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

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

Under the direct supervision of Deputy Head of Office, the JPO will undertake the following tasks:

- Research and/or participate in conducting comprehensive situation analysis of DRR, Climate Change and environment.
- Collect and synthesize qualitative and quantitative information and data to support the establishment of comprehensive and evidence-based information with regard to the DRR, Climate Change and environment.
- Assess, select and/or recommend appropriate information and materials for Climate Change and environment initiatives verifying accuracy and quality for dissemination.
- Monitor and assess the impact of Climate Change and Environment strategies and activities on the CO and UNICEF goals to achieve measurable results in the improvement focus on the climate resilience of child-critical essential services.
- Collaborate and/or consult with internal and external partners to provide operational and technical support to research, develop, and produce evidence-based strategies and test, produce and use quality DRR and climate change materials, organize events and activities to ensure community engagement and participation, and maximum out-reach and impact on youth engagement on climate change issues.
- Provide technical, administrative and logistical support and background materials to carry out DRR and climate change strategies and activities and recommend operational strategies, approaches, plans, methods and procedures to ensure community engagement and participation, and optimum outreach and impact.
- Assess and recommend potential contacts, networks, resources and tools to support maximum impact and outreach on DRR and climate change.
- Follow up and monitor the production of DRR and climate change communications materials by ensuring technical quality, consistency and relevancy of that are developed, produced and disseminated to target audience (e.g. individuals, communities, government officials, partners, media etc).
- Collect, assess and organize information for budget planning and management of programme funds and prepare documentations and related materials for financial planning for DRR and climate change initiatives. Monitor/track the use of resources as planned and verify compliance with organizational guidelines, rules and regulations and standards of ethics and transparency.
- Preparation and the consolidation of the donor proposals and donor reports with regard to DRR and climate change.
- Carry out any other tasks as assigned by the supervisor.

Key functions, accountabilities and related duties/tasks:

Under direct supervisor of Deputy Head of Office (P4), the JPO will be responsible for the following key functions/accountabilities:

The JPO provides technical, operational and administrative assistance throughout the programming process to support DRR and climate Change and Environment programming.

Summary of key functions/accountabilities:

- 1. Support to programme development and planning**
- 2. Programme management, monitoring and delivery of results**
- 3. Technical and operational support to programme implementation**
- 4. Networking and partnership building**

<p>5. Innovation, knowledge management and capacity building</p>
<p>1 Support to programme development and planning</p> <ul style="list-style-type: none"> • Contribute to updating the situation analysis by conducting assessments to establish evidence-based data for UNICEF advocacy and development of policies, frameworks and programmes to promote DRR and Climate change and Environment programming. • Contribute to the development/establishment of DRR programme goals, objectives, strategies and results-based planning through research, collection, analysis and reporting of related information/data for development planning and priority and goal setting. • Support and participate in capacity-building efforts on DRR/CC within UNICEF, and with key partners including Government counterparts across sectors both at national and local levels; • Provide technical and operational support throughout all stages of programming processes by executing/administering a variety of technical, programme, operational and administrative transactions, preparing related materials/documentations and complying with organizational processes and management systems, to support programme planning, results-based planning (RBM) and monitoring and evaluating results. • Prepare required programme documentations/materials/data to facilitate the programme review and approval process.
<p>2 Programme management, monitoring and delivery of results</p> <ul style="list-style-type: none"> • Work closely and collaboratively with colleagues and partners to discuss DRR operational and implementation issues; provide solutions, recommendations and/or alert appropriate officials and stakeholders for higher-level intervention and/or decisions. Keep record of reports and assessments for easy reference to capture and institutionalize lessons learned. • Participate in monitoring and evaluation exercises, programme reviews and annual reviews with government and other counterparts to assess programmes/projects on DRR and report on required action/interventions at the higher level of programme management. • Monitor and report on the use of adolescent development and participation programme resources (financial, administrative and other assets), verify compliance with approved allocation/goals, organizational rules, regulations/procedures and donor commitments, standards of accountability and integrity. Report on critical issues/findings to ensure timely resolution by management/stakeholders. Follow up on unresolved issues to ensure resolution. • Prepare regular/mandated relevant programme/project reports for management, donors and partners to keep them informed of programme progress.
<p>3 Technical and operational support to programme implementation</p> <ul style="list-style-type: none"> • Conduct regular programme field visits and surveys and exchange information with partners/stakeholders to assess progress and provide technical support, take appropriate action to resolve issues and refer to relevant officials for resolution. Report on critical issues, bottlenecks and potential problems for timely action to achieve results. • Provide technical and operational support to government counterparts, NGO partners, UN system partners and other country office partners/donors on the application and understanding of UNICEF policies, strategies, processes and best practices on DRR related issues to support programme implementation, operations and delivery of results.
<p>4 Networking and partnership building</p> <ul style="list-style-type: none"> • Build and sustain effective close working partnerships with government counterparts and national stakeholders through active sharing of information and knowledge to facilitate programme implementation and build capacity of stakeholders to achieve and sustain results on adolescent development and participation programmes. • Draft communication and information materials for CO programme advocacy to promote awareness, establish partnership/alliances and support resource mobilization to ensure DRR programmes are adequately resourced and supported. • Support advocacy efforts with the Government for increased investment on child-centred DRR/CC in collaboration with partner agencies, and participate in policy discussions related to child-sensitive elements (this includes content creation for specific events, etc.); • Participate in appropriate inter-agency (UNKT) meetings/events on programming to collaborate with inter-agency partners/colleagues on operational planning and preparation DRR programmes/projects

<p>and to integrate and harmonize UNICEF position and strategies with the UNDAF development and planning process.</p> <ul style="list-style-type: none"> • Research information on potential donors and prepare resource mobilization materials and briefs for fund raising and partnership development purposes. • Identify and engage in new partnerships for DRR/CC, including the private sector. 	
<p>5 Innovation, knowledge management and capacity building</p> <ul style="list-style-type: none"> • Identify, capture, synthesize and share lessons learned for knowledge development and to build the capacity of stakeholders. • Apply innovative approaches and promote good practice to support the implementation and delivery of concrete and sustainable programme results. • Research and report on best and cutting-edge practices for development of knowledge products and systems. • Participate as a resource person in capacity-building initiatives to enhance the competencies of clients/stakeholders. • Stay aware of the latest technologies and innovations for DRR/CC and opportunities for uptake in Kosovo; 	
<p>IV. Impact of Results</p>	
<p>The support, research and technical analysis provided by the incumbent strengthens the advocacy, planning and formulation DRR and Climate Change & environment programmes. The achievement of concrete and sustainable results from these programmes contribute to achievement of UNICEF flagship programme goals in Kosovo.</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> (please make sure to adjust competency levels depending on supervisory responsibilities)</p> <ul style="list-style-type: none"> • Nurtures, Leads and Manages People (1) • 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> (please use GJP as reference):</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:	A university degree in one of the following fields is required: Master's degree in education, environmental sciences, international development, public administration, or a related field, with specialized knowledge in climate change, disaster risk reduction (DRR), energy, or environmental protection
Experience:	<ul style="list-style-type: none">• A minimum of three years of professional experience in one or more of the following areas is required: in climate, energy, DRR, or environmental protection contexts.• Understanding of climate change, environmental sustainability, and low-carbon strategies, particularly in child-focused sectors such as WASH, health, education, and social protection.• Familiarity with national and global climate and disaster risk reduction policies (e.g., NDCs, NAPs, DRMs)• Excellent interpersonal skills for working with diverse teams, including senior management, government counterparts, and external partners.• Relevant experience in a UN system agency or organization is considered as an asset.
Language Requirements:	Fluency in English is required. Knowledge of another official UN language or local language of the duty station is considered as an asset.