



UNITED NATIONS CHILDREN'S FUND JPO Request Form



Training and Learning Plan

- ✓ Participation in a one-week JPO Induction Programme.
- ✓ Guidance and advice in relation to training opportunities within the field of expertise.
- ✓ Internal/external training opportunities;
- ✓ Participation in mentoring, coaching, and career counselling 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:

- ✓ Opportunities to attend workshops with Government and non-Government partners
- ✓ Day-to-day interaction with the CO Social Policy as well as other teams as relevant
- ✓ On-the-job mentoring, coaching and learning from CO Social Policy as well as other teams as relevant

Career prospects and potential for retention

Public Finance for Children (PF4C) is one of the fastest-growing areas of social policy in the region. Over the past 10-15 years, UNICEF's involvement in public financial management has steadily increased, with Georgia integrating public finance efforts at the heart of its collaboration with the government. Currently, UNICEF is developing a country-specific methodology for conducting a municipal budget review and preparing a child rights budget brief. This work serves as a foundation for future engagement at the central level, including a comprehensive budget review through the lens of child rights. By the end of this experience, the JPO will have acquired a unique skill set that will be highly valued both within UNICEF and in the broader context.

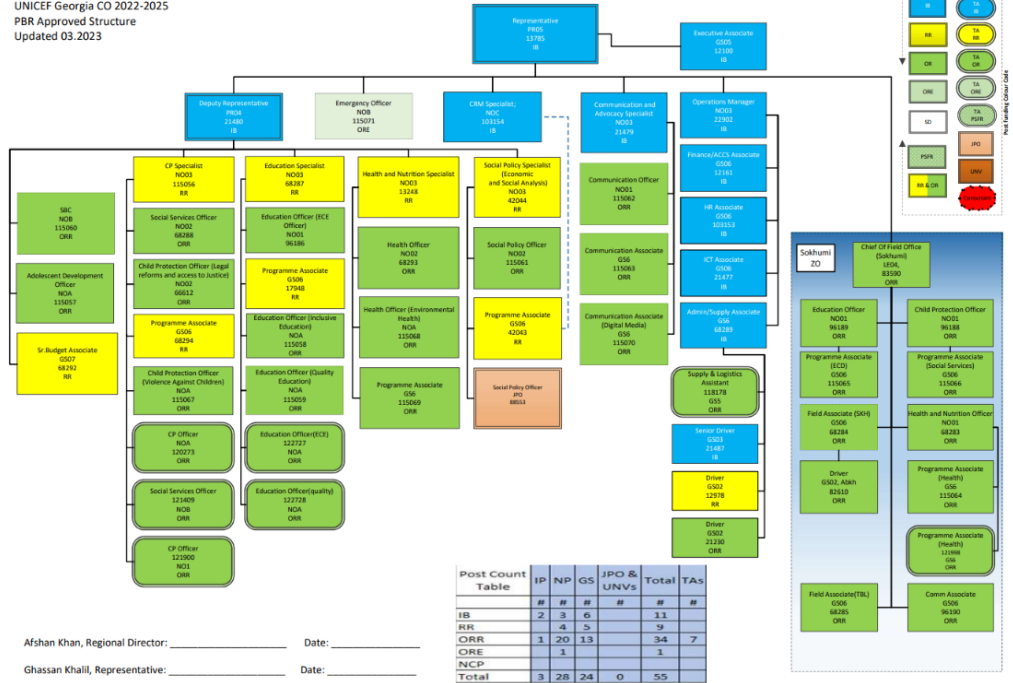
Supervisor's experience in coaching and development of young professionals

The supervisor has over 10 years of experience in development cooperation, primarily at the national level. She has worked with UNICEF for the past 13 years and has led the social policy section for the last 4 years. She has experience supervising and mentoring various professional categories, including students on capstone projects. She is a strong advocate, including young professionals in her teams.

Information and living condition of Duty station:	
General Information	Tbilisi, the capital of Georgia, showcases the country's vibrant and diverse cultural heritage, serving as a hub of economic and historical significance. Located along the banks of the Mtkvari River in the Caucasus region, Tbilisi beautifully blends its rich historical legacy with modern developments. The city's dynamic center stretches across both sides of the river, offering a harmonious mix of tradition and contemporary living. With a metropolitan population of nearly 1.2 million, Tbilisi ranks among the key urban centers in the region. UNICEF operates strategically in the well-connected Vake district, promoting accessibility and collaboration through robust public transportation links.
Security	The security level in Georgia is classified as Moderate (3) according to the UN security management system. The overall situation in the country is calm, presenting a low-risk environment for UN operations.
Housing	<p>The housing market in Tbilisi provides a wide range of accommodation options. Thanks to a well-developed public transportation network, staff can easily explore housing opportunities throughout the city.</p> <p>Long-term rental choices include apartments, standalone houses, and residences in gated communities. These options may be furnished, fully serviced, or unfurnished.</p>

	<p>Rental listings are available on several websites, including:</p> <p>www.ss.ge www.myhome.ge https://dazhomes.com/ www.rentals.ge www.place.ge www.home.ge</p> <p>Airbnb.com and booking.com are also options for shorter term accommodation.</p>
Schools & Childcare	<p>In Georgia, most children of international professionals attend international schools that follow globally recognized academic curricula. These schools feature a diverse student body, representing various nationalities and cultures. In addition to academics, they offer a wide range of extracurricular activities, including sports teams and clubs, fostering holistic development for students. The quality of education and facilities can vary among these schools, making it essential for parents to conduct thorough research and visit potential schools before making a decision. Typically, these institutions cater to younger children, offering kindergarten and preschool classes. Annual costs for private schools is ranges from 10 000USD to 25 000USD. Additionally, public schools are accessible to everyone, regardless of nationality or humanitarian status, at no cost. However, other support (language support, tailored curriculum, cultural orientation or tutoring) is limited.</p>
Work for spouses & partners	<p>Work opportunities for spouses and partners are available in the private sector, as Tbilisi, the capital of Georgia, has seen growth in this area, leading to increased job prospects. However, if hired by any organization, a work permit must be obtained through that organization.</p>

UNICEF Georgia CO 2022-2025
PBR Approved Structure
Updated 03.2023



Reporting line
the JPO

of





UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

I. Post Information

Job Title: JPO Public Finance for Children Officer
Supervisor Title/ Level: Social Policy and Economic Specialist
Organizational Unit: Social Policy
Post Location: Tbilisi, Georgia

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

II. Strategic Office Context and purpose for the job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in all aspects of its work—programs, advocacy, and operations. The equity strategy focuses on the most disadvantaged and excluded children and families, translating this commitment to children's rights into action. For UNICEF, equity means that all children have the opportunity to survive, develop, and reach their full potential without discrimination, bias, or favoritism.

When any child faces unequal opportunities in social, political, economic, civic, or cultural dimensions, their rights are violated. There is increasing evidence that investing in the health, education, and protection of a society's most disadvantaged citizens—addressing inequity—not only enables all children to fulfill their potential but also fosters sustained growth and stability within countries. This focus on equity is crucial; it accelerates progress toward realizing the human rights of all children, as mandated by the Convention on the Rights of the Child, while also promoting the equitable development of nations.

Strategic office context:

The United Nations Convention on the Rights of the Child mandates that governments allocate resources to ensure every child's survival, development, and protection. In alignment with this, the EU-Georgia Association Agreement upholds children's rights, focusing on their protection, education, and healthcare.

In 2019, Georgia adopted the Code on the Rights of the Child, which establishes legal grounds, safeguards, and guarantees for the realization of all children's rights and freedoms, focusing on ensuring the best interests of the child in decision-making at all levels. Despite this progress, the country still lacks specific legal or political commitments to guarantee a universal basic income for children. The

Code emphasizes the need to safeguard children's rights across all levels of Government, necessitating adequate funding for various programmes.

According to Georgia's development strategy, Vision 2030, the Government has prioritized establishing a sustainable, fair, and effective social protection system. It is committed to expanding, improving, and increasing state spending on social assistance for the most vulnerable families, especially those with children.

Children are particularly vulnerable to poverty and experience long-term consequences from deprivation, which can hinder their cognitive and physiological development.

In 2015, the Government introduced the Child Benefit (CB) programme, initially set at 10 GEL (approximately \$4 in 2015) and increasing to 200 GEL (around \$75 in 2023). CB is part of the Targeted Social Assistance (TSA) programme, benefiting approximately 26% of children under 16 in households with a socioeconomic score of less than 120,001 (about 232,000 children in 2023). However, access to this aid is linked to poverty and does not cover all children.

Recent studies in Georgia (Multiple Indicator Cluster Survey, 2018¹; Child Wellbeing in Georgia Survey, 2022² etc) show that absolute poverty among children aged 0 to 15 years is significantly higher than any other age group, affecting 20.4% of children in the country. Poverty, material deprivation and social exclusion are more pronounced in rural areas, where some groups face a higher risk of poverty, especially families with children.

In 2022, the National Statistics Office of Georgia (GeoStat) reported that the multidimensional child poverty rate, measured through the child social and material deprivation index, stands at 37.8%³. This measurement was conducted as part of the Child Wellbeing in Georgia Survey, supported by UNICEF. In Georgia, 16.0% of children live in absolute poverty, compared to 11.8% of adults⁴ (Geostat, 2024).

Currently, Georgia spends less than the global average on social protection. In 2023, the Georgian Government allocated 7.3% of GDP to social protection, significantly lower than the OECD average of 14.6%⁵.

A crucial social policy tool aimed at eradicating child poverty and improving well-being is the Universal Child Benefit (UCB). Implementing such a program requires significant government commitment and sufficient fiscal capacity.

In recent years, Public Financial Management (PFM) in Georgia has undergone significant reforms to enhance transparency, efficiency, and accountability within the fiscal framework. The country has actively pursued reforms aligned with international best practices, focusing on modernizing budgetary processes, strengthening financial oversight, and improving expenditure management. Key initiatives include the introduction of programme-based budgeting, enhancing the Medium-Term Expenditure

¹ <https://www.unicef.org/georgia/reports/2018-georgia-mics-multiple-indicator-cluster-survey>

² <https://www.unicef.org/georgia/reports/child-wellbeing-georgia-2023>

³ source: <https://www.geostat.ge/en/single-archive/3389>

⁴ <https://www.geostat.ge/en/modules/categories/192/living-conditions>

⁵ https://www.oecd-ilibrary.org/social-issues-migration-health/data/oecd-social-and-welfare-statistics/social-expenditure-detailed-data-edition-2023_4569d7e7-en

Framework (MTEF), and implementing electronic procurement systems to improve transparency. Additionally, Georgia has emphasized fiscal transparency through enhanced reporting mechanisms and has engaged in capacity-building efforts to strengthen the skills within its financial institutions.

In this context, strengthening public finance for children (PF4C) is of utmost importance. An effectively implemented PFM framework ensures transparent budget allocations and efficient resource utilization, enabling targeted PF4C initiatives that prioritize essential services for children.

UNICEF Georgia developed a multi-year PF4C Action Plan that aligns with UNICEF's global framework on public finance for children. As part of this plan, UNICEF is engaged in developing a specialized methodology to conduct comprehensive municipal budget reviews and formulate child rights-focused budget briefs. The goal is to methodically examine municipal budgets through the lens of child rights, addressing the allocation and utilization of funds for the effective fulfillment of children's rights at the local governance level. This groundwork lays the foundation for future review of the central budget from a child rights perspective, facilitating a holistic approach to safeguarding and promoting children's welfare across the nation.

The objective of UNICEF's work in the area of PF4C is to generate evidence regarding public allocations and investments for children, while advocating and actively engaging with national and local authorities (and their partners) to contribute to the development of child-focused socio-economic and PFM reforms.

Purpose for the job:

UNICEF Georgia is seeking support to fund a Junior Professional Officer (JPO) position for 2025-2026. This role will provide critical assistance in strengthening country-level work in public finance for children (PF4C). Specifically, the JPO will focus on enhancing UNICEF's engagement in public financial management (PFM) at both the local and national levels. UNICEF has extensive experience in this area, with a wide array of methodologies, guidelines, and best practices available.

Initially, the section will provide comprehensive support to the JPO, gradually shifting responsibilities while maintaining oversight of their work.

The JPO will contribute through various actions, including but not limited to: conducting analyses and research, writing briefs and reports, drafting advocacy messages, supporting the application of PF4C tools, contributing to guidelines, contributing to improving national knowledge management platforms, and supporting the creation of communication products.

The JPO will work closely with UNICEF Georgia's social policy team. Occasionally, they may be asked to explore emerging issues, particularly in the area of public finance. The JPO may also collaborate with external partners, including the World Bank, IMF, UNDP, UNFPA, line ministries, the Ministry of Finance, municipalities, and academia on joint initiatives.

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

No. & %	<u>Major Duties and Responsibilities</u>	<u>Output (Achievement) Expected</u>
1 – 40%	<p>Support the Social Policy team in technical engagement in sectoral public financial management (PFM) by developing and strengthening methodologies for assessing national and local budgets through a child rights lens, sharing best practices, and providing quality assurance.</p> <p>Refine the methodology for local government budget assessments with a child rights perspective.</p> <p>Contribute to the development of a methodology for central budget assessments with a child rights lens.</p> <p>Advocate for investing in children through:</p> <ul style="list-style-type: none"> • Evidence generation and advocacy • Engagement with public authorities in planning and budgeting for child-specific programs • Participatory planning and budgeting • Financing strategies and resource mobilization <p>Throughout this process, the JPO will build strong relationships in the field and deepen their understanding of UNICEF's work in Georgia, particularly by supporting technical engagement in strengthening sectoral PFM.</p>	<ul style="list-style-type: none"> • Collect, verify, organize data on social spending from the selected municipal or central budgets • Develop a compendium of good cases, including working documents, from selected municipalities • Using various UNICEF's public financial analysis tools⁶ to create analytical notes as requested by different sectors of the UNICEF Georgia office. • Contribute to the development of the PF4C Observatory concept and support its implementation.
2 – 30%	<p>Contribute to strengthening UNICEF's public financial management at national and subnational levels</p>	<ul style="list-style-type: none"> • Support the design a framework for assessing entry points for local governments in Georgia. • Support the development of partnerships with external stakeholders.

⁶ <https://www.unicef.org/media/113276/file/UNICEF-Public-Finance-Toolkit-2021.pdf>

	<p>Assessing country's governance context especially public finance management.</p> <p>Assessing country's local governance specifically, and the pace of decentralization reforms.</p> <p>Contribute to the development of the municipal child-oriented budgeting index.</p>	
3 – 20%	Contribute to the implementation of CO PF4C action plan.	<ul style="list-style-type: none"> • Support the design of the monitoring and evaluation framework for Country Office Public Finance for Children Action Plan • Track the implementation of its activity. • Support the updating of the action plan annually or bi-annually as required
4 – 10%	Contribute to critical thinking on how to integrate to the core of UNICEF PF4C	<ul style="list-style-type: none"> • Actively participate in meetings and events, under the supervision of the Social Policy and Economic Policy Specialist

Learning Elements

After the two-year assignment, the JPO will:

- Have a comprehensive understanding of the UN Mission Statement and the UN International Code of Conduct.
- Be familiar with UNICEF's programmatic goals, vision, positions, policies, and strategies.
- Acquire technical expertise in public finance analysis and reforms aimed at improving child rights and access to essential services across various sectors and levels of government.
- Operate effectively in the realm of public finance for children.
- Possess practical knowledge in knowledge management, including effective knowledge-sharing approaches.
- Gain insight into UNICEF's operations.
- Enhance their understanding of overall development challenges in Georgia, as well as global development goals, targets, and monitoring indicators.
- Gain valuable experience in coordinating and collaborating with a dedicated team at the Georgia Country Office.

During the assignment, the JPO will have access to continuous learning and training opportunities. In addition to on-the-job training, components will include orientation upon arrival at the duty station, JPO Programme Process Orientation/Training, and other relevant training related to the JPO's assignment.

Upon arrival, the JPO will collaborate with their supervisor to develop an induction and orientation plan using UNICEF guidelines. This plan will guide their learning throughout the assignment and will include

elements of self-study, briefings, meetings, on-the-job training, and participation in various learning workshops relevant to the JPO's area of work. The team will discuss the most appropriate learning plan, which will be part of the JPO's performance assessment.

An indicative list of potential training opportunities includes (with maximum flexibility):

- UNICEF Global Course in Public Finance for Children
- Local Governance and Sustaining Peace (a collaboration between UNICEF, UNDP, UNCDF, and DeLoG)
- Public Expenditure and Financial Accountability (PEFA)
- Budget Transparency (Open Budget Survey)

IV. Impact of Results

UNICEF Georgia will have intensified work on PF4C which will support municipalities to increase their child oriented budgets, and support progress towards universality regarding child benefits.

V. Competencies and level of proficiency required

<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 (1) • Works Collaboratively with others (1) • Builds and Maintains Partnerships (1) • Innovates and Embraces Change (1) • Thinks and Acts Strategically (1) • Drives to achieve impactful results (1) • Manages ambiguity and complexity (1) 	<p>Required Skills/Competencies:</p> <ul style="list-style-type: none"> • Proven Knowledge of current theories and methodologies to analyze social and economic development and child rights. Knowledge of economics and public policy is an advantage. • Proven ability to understand and analyze both numerical and text-based data. Experience with qualitative data analysis, data visualization and the creation of clear impactful data communication is a plus. • Proven strong written skills, with the ability to draft a coherent narrative from multiple sources of information, provide analysis, target messages to specific audience needs, and present complex concepts clearly in a range of different mediums. • Proven ability to effectively manage relationships with good negotiation skills. • Proven ability to work as a part of a team. • Knowledge of computer systems, Microsoft applications
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VI. Recruitment Qualifications	
Education:	<p>A university degree in one of the following fields is required: preferably advanced university degree or equivalent background in:</p> <ul style="list-style-type: none"> • Economics, • Public Finance, • International Finance, • Economics and Statistics, • or related field.
Experience:	<p>2 years of relevant, proven professional work experience in economics, public finance, PFM reforms of developing countries or field work experience. Relevant experience in a UN system agency or organization is considered as an asset.</p>
Language Requirements:	<p>Fluency in English is required.</p>