



**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:

- ✓ Cross-sectoral learning opportunities with other programs and partners, including emerging issues in the country.
- ✓ Participation in activities that are high priorities for the global and national health communities, including areas such as the Sustainable Development Goals.
- ✓ The JPO will work directly with their supervisor to craft an annual individual development plan, identifying specific opportunities and courses targeted to the JPO's individual development needs and interests.

Overall, using her experience she is open to provide required support, hands-on coaching and career guidance to the JPO.

Please also mention the following:

- ✓ **Career prospects and potential for retention:**
 - The health function is in high demand across UNICEF globally, with international vacancies regularly arising in this job family. The JPO will gain valuable experience and connections within a large UNICEF Country Office setting, making them more competitive to apply for UNICEF international vacancies in the future.

- The UNICEF Türkiye HR Manager and HR team are available to provide career counselling and support to JPOs to identify opportunities and understand options when planning their transition after this JPO assignment.

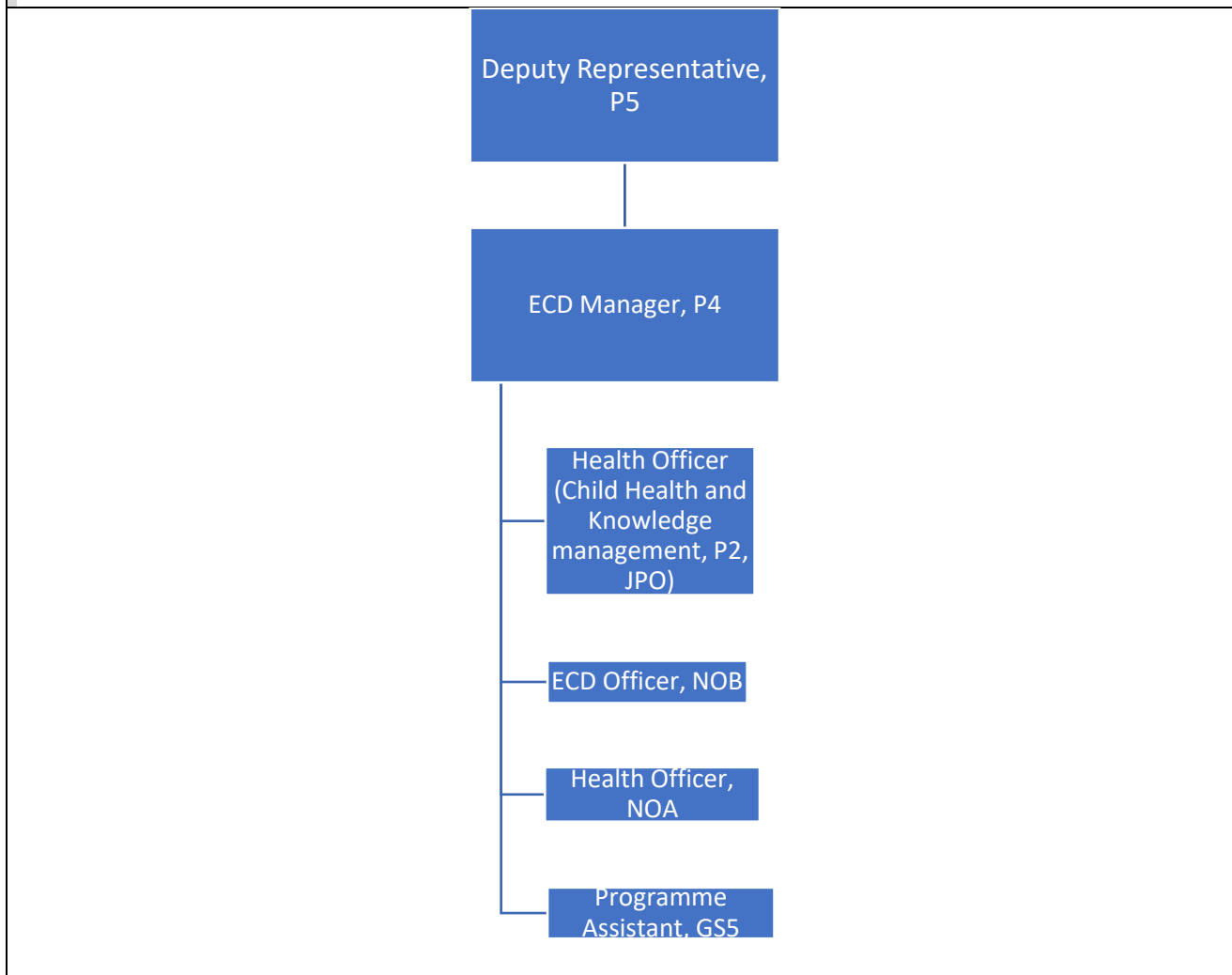
✓ **Supervisor's experience in coaching and development of young professionals:**

The supervisor of the post, Early Childhood Development (ECD) Manager has been working with UNICEF since 2011 as Health & Nutrition Specialist, leading Health, Nutrition and Child Development Portfolio in Turkmenistan Country Office. Promoted as the ECD Manager, she leads the ECD Programme in the UNICEF Türkiye Office. The supervisor has more than 25 years of managing health, nutrition and development programmes and challenging context, and extensive managerial experience leading teams of 4 to 60 team members. She has 8 years of experience leading Community Health Programme with US Peace Corps, as well as successful leadership positions at WHO and IREX. Currently she is leading a team of 4, consisting of National Health Officer, National ECD Officer and a Programme Assistant, and providing technical guidance in ECD to Field Office colleagues.

Information and living condition of Duty station: [For Filed Office locations only]	
General Information	<p>The Republic of Türkiye, is an upper-middle-income country mainly located in Anatolia in West Asia, with a smaller part called East Thrace in Southeast Europe. The country's population is over 84 million people, with over 3 million of Syrian refugee population. Türkiye is a country of diverse cultures, beliefs, ideas, nature and history.</p> <p>Ankara is a capital and second-largest city. UNICEF Türkiye Country office is placed in Ankara and it has one Field Office placed Gaziantep city.</p> <p>For additional information on housing, medical services, staff member will be provided with Welcome Booklet. fields. The official information of the Turkish Ministry of Interior can be accessed by using the below link: A Guide To Living In Turkey (goc.gov.tr)</p>
Security	Ankara is classified as Security Level 1 in the UN system, like majority of Turkey. Ankara is generally, a safe city, where normal use of common sense and acting responsibly takes one a long way. The public transport is safe to use. There are no direct threats towards United Nations and its staff in Turkey.
Housing	Apartments / flats are generally in good condition, with well-functioning services (gas, electricity, water). Single houses with surrounding gardens are very rare in Ankara. When available, they are generally more expensive than apartments. Therefore, most international personnel live in apartments. New arrivals are usually able to find an apartment in about a month of arrival. The cost of housing varies, depending on the location, size, and facilities. Housing in general is the largest monthly expense. Upon arrival, UN staff will temporarily stay in a hotel until long-term housing is found.
Schools & Childcare	<p>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 preschool classes (sometimes even a nursery) for younger kids. Tuition is in one or more foreign language although some subjects are taught in Turkish in some schools. The American, British, French, and Pakistan Embassies sponsor their own private schools in Ankara. Please note that there are no international or English Language schools in Gaziantep.</p> <p>Some international staff have installed their family in Istanbul where there are more school options. Although international schools are open to children of all nationalities, it should be</p>

	noted that some of them all give priority to children of their own nationality. Entrance to school is therefore understood to be on a space-available basis.
Work for spouses & partners	Work opportunities for spouses/partners are limited. However, if hired by any organization a work permit must be applied for through the same hiring organization.

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: Health Officer (Child health and knowledge management)
Supervisor Title/ Level: Chief of ECD Section, P4 (ECD Manager)
Organizational Unit: **Programme Section**
Post Location: **Country Office**

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 everything the organization does — in programmes, 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.

Strategic office context:

For more than 70 years, UNICEF has been operating in Turkey and we have witnessed remarkable progress, especially in the area of maternal and child health. Still, gaps and inequalities remain. Country has a unique context getting ready for high income level status and also facing aftershocks of recovering from devastating earthquake in 2023 that affected access to essential health and nutrition services, as well as providing vast support refugee programme to more than 3 million of Syrian refugees. Despite of efforts, a difference in stunting among Turkish and Syrian children goes as 6% to 17% (DHS), as well as infant mortality rates as 9% and 22% accordingly. Child overweight becomes more prominent, 33% of adolescent boys and 30% of adolescent girls are overweight (Global Nutrition Report). A system of early identification of developmental delays/disabilities is to be established. Support to children with disabilities is to be strengthened through introduction of early intervention programme.

UNICEF continues to support systemic reforms in child development, education, social and child protection and justice, through the provision of technical assistance to improve access and quality of services as well as 'modeling' of service delivery at both central and local level, especially for the most vulnerable children and young people.

Child health and well-being is a key priority for the country. The 12th National Development Plan, prioritizes improving and scaling-up Early Childhood Development (ECD) services for the youngest children aged 0-8. To operationalize set targets UNICEF established an Early Childhood Development section, with health, nutrition and child development being its key components. The ECD section works cross-sectorally with health, social services and education ministries, as well as with municipalities at regional levels. In 2024 UNICEF Türkiye

initiated support to the country in the development of a cross-sectoral Model for provision of ECD services in three provinces. The Model will be developed, costed and proposed for nationwide scale up.

Job organizational context: The Health Officer GJP is to be used in a Country Office (CO) where ECD is a programme component of the Country Programme. The Health Officer reports to the **Chief of Section who is at Level 4.**

Purpose for the job: The Health Officer reports to the **Chief of Section** for supervision. The Officer provides professional technical, operational and administrative assistance throughout the programming process for ECD programmes/projects within the Country Programme from development planning to delivery of results, preparing, executing, managing and implementing a variety of technical and administrative program tasks.

Health Officer will be responsible for the following key functions/accountabilities:

1. Support to monitoring and evidence generation for strengthening of data collection, reporting and analyses of programme implementation at national, subnational levels and ECD modeling programme.
2. Technical and operational support to ECD programme implementation, with focus on health and nutrition.
3. Networking and partnership building
4. Innovation, knowledge management and capacity building

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

1. Support to monitoring and evidence generation

- Work closely and collaboratively with colleagues and partners to strengthen programme monitoring, data collection, reporting and analyses of programme implementation at national, subnational levels and ECD modeling programme.
- Support development and application of quality assurance mechanisms and tools to be applied to the modeling of ECD service delivery.
- Participate in monitoring and evaluation exercises, programme reviews and annual reviews with governments and other counterparts to assess ECD programmes/projects and to report on required action/interventions at the higher level of programme management.
- Prepare regular/mandated ECD programme/project reports for management, donors and partners to keep them informed of programme progress.

2. Technical and operational support to ECD programme implementation

- Conduct regular programme field visits and share information with partners and stakeholders to assess progress and provide technical support and/or 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 health-related issues to support programme implementation, operations and delivery of results.

3. Networking and partnership building

- Draft communication and information materials for CO programme advocacy to promote awareness, establish partnerships/alliances, and support fund raising for ECD programmes.

- Research information on potential donors and prepare resource mobilization materials and briefs for fund raising and partnership development purposes.

4. Innovation, knowledge management and capacity building

- Support strengthening of data management and documenting of best practices on implementation of the first in-country Parenting App “Merhaba Bebek”
- Support with of data management and documenting of best practices on outreach home visiting parenting programme for most vulnerable families on young child feeding, child health and development.
- Assist with oversight of data and research and ensure results are available for use in knowledge products.
- Participate as a resource person in capacity building initiatives to enhance the competencies of clients and stakeholders.

IV. Impact of Results

The strategic and effective advocacy, planning and formulation of holistic ECD programmes/projects and the achievement of concrete and sustainable results from ECD programmes contributes to the achievement of UNICEF goals for care and protection of children from the early stages of their life and promotes/protects their rights to survival, development and well being in society. Achievements in programmes and projects in turn contributes to maintaining/enhancing the credibility and ability of UNICEF to provide programme services for mothers/caregivers and children that promotes greater social equality in the country.

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 (please make sure to adjust competency levels depending on supervisory responsibilities)</u></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 (please use GJP as reference):</u></p> <ul style="list-style-type: none"> • Persuading and influencing (1) • Applying technical expertise (1) • Learning and researching (2) • Planning and organizing (2)
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VI. Recruitment Qualifications	
Education:	<p>A university degree in one of the following fields is required:</p> <p>A first level degree in Health or related field including Public Health, Nutrition, Global/International Health, Health Policy & Management, Early Childhood Development, Family Health, Health Research, Health Promotion and Disease Prevention or a field relevant to international public health development assistance.</p> <p>An advanced degree in any of the above fields is considered as an asset.</p>
Experience:	<p><i>A minimum of two years of professional experience in one or more of the following areas is required</i></p> <p><i>Relevant experience in a UN system agency or organization is considered as an asset.</i></p>
Language Requirements:	<p><i>Fluency in English is required. Knowledge of another official UN language or local language of the duty station is considered as an asset.</i></p>