



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:

- ✓ Frequent outreach and exposure to country and regional office work on social policy
- ✓ UNICEF PF4C Agora courses
- ✓ Regular engagements with governments and international financial institutions
- ✓ Child poverty analysis and advocacy initiatives by country offices.

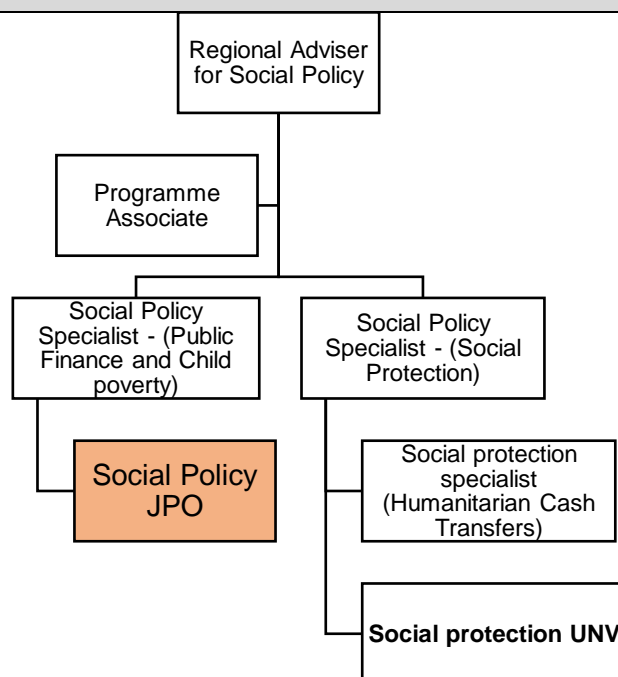
The JPO will be supervised by a staff member who has over a decade of experience in performing supervisory roles at national and global levels.

Information and living condition of Duty station: [For Filed Office locations only]

General Information	Nairobi is now one of the most prominent cities in Africa politically and financially. Home to thousands of Kenyan businesses and over 100 major international companies and organizations, including the United Nations Environment Programme (UNEP) and the main coordinating and headquarters for the UN in Africa & Middle East, the United Nations Office in Nairobi (UNON), Nairobi is an established hub for business and culture.
Security	The Security Level in Nairobi is classified as Moderate (Level 3) as per the UN security management system in Kenya. Terrorism is one of the security challenges

	to UN operations in Nairobi.
Housing	Different types of long-term accommodation are available in Nairobi: standalone houses, houses in gated compounds, apartments. These could be furnished and/or fully serviced, or unfurnished. Advertisements of rental opportunities are also posted at UNON Bulletin Board: http://www.unon.org/motd
Schools & Childcare	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. It is advisable to ask your embassy in Nairobi which schools your compatriots prefer for their kids.
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 organisation.
Supervisor's experience in coaching	The supervisor has over a decade of management experience including supervision of teams ranging from 3-9 people. His coaching and mentorship experience spans across several categories of staff including junior professionals, UNVs and Interns. The supervisor has also served as Volunteer Peer Educator and UN Caring for Us coordinator for UNICEF Malawi which entailed provision of professional and counselling support to peers. He also took numerous short courses on leadership.
Potential for retention	The Social Policy portfolio is growing and will remain relevant for the foreseeable future. There is, therefore, scope for retention but subject to availability of funding for a reasonable period.

Reporting line of the JPO





UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

I. Post Information

Job Title: **Social Policy Officer (JPO)**
Supervisor Title/ Level: **Social Policy Specialist**
Organizational Unit: **Social Policy**
Post Location: **Nairobi**

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

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.

Strategic office context:

The Social Policy Section of UNICEF's Eastern and Southern Africa Regional Office (ESARO) is seeking donor support for the funding of a JPO position for 2024-2025. The aim of the position is to strengthen the capacity of the Section to undertake regional analytics and diagnostics, produce guidance documents, and facilitate training and capacity building of country offices (COs) in the areas of public finance, child poverty and inequality analysis.

Together with partners, UNICEF works to give every child an equitable chance in life. This is done by calling for governments to recognize child poverty as a national policy priority and protect children from its most devastating effects. UNICEF also support countries' efforts to assess monetary and multidimensional child poverty and to address them through regulations, programmes, and budgets. UNICEF's work to influence budgets is branded 'Public Finance for Children (PF4C)'. The PF4C workstream is broadly organized into four areas: (i) measuring and monitoring government spending; (ii) influencing efforts to ensure public resources are well spent; (iii) advocacy for increased investment in sectors and programmes which improve the well-being of children, and (iv) advocacy, technical assistance, and capacity building for the creation of an enabling public financial management environment. Additionally, UNICEF helps countries strengthen and expand social protection systems that reach children most at risk of discrimination and exclusion.

The 21 countries that constitute the Eastern and Southern Africa Region (ESAR) are characterized by alarming levels of child poverty. Recent estimates indicate that two out of every three children in this region are multi-dimensionally poor. This means that they do not have access to basic things like primary healthcare, adequate nutrition, clean drinking water, or safe housing conditions. At the same time, the region is experiencing unprecedented population growth that is overstressing governments' capacity to deliver quality services to all children. Regrettably, children are not viewed as public investment priorities by governments. Budget allocations to sectors and programmes which seek to improve the well-being of children are often insufficient, inequitably allocated, and inefficiently used.

Overall, the funding of this position will provide much-needed support for the organization's strengthened commitment to the promotion of child rights by ensuring that socio-economic policies and budgets contribute to improvements in child well-being.

Purpose for the job:

The overall objective of the position is to support analytical work as well as the development of knowledge products on PF4C and child poverty led by the Social Policy Section. To guide planning and programming by Country Offices, the Section periodically undertakes analysis on public finance, child poverty, and social protection related topics for which additional human resources support is required. The Section also produces knowledge and guidance products for use by Country Offices.

Specific responsibilities of the JPO:

- Support the Social Policy Section to conduct research activities on topics related to public finance, child poverty, and local governance.
- Support surveillance activities on the macro-economic and fiscal situation in the region, including the collection of country information on public finance management indicators.
- Support the organization of webinars and other regional social policy events to influence policy agendas and promote greater and better investments in child-focused sectors.
- Support with the development of knowledge products, guidance documents and capacity building modules.
- Assist in the documentation and dissemination of social policy work in the region.

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

- 1. Data and evidence generation on public finance and macro-economic issues**
- 2. Child poverty and vulnerability analysis**
- 3. Capacity building and technical assistance of UNICEF Country Offices and Partners**

Data and evidence generation on public finance and macro-economic issues

- ✓ Support regional analytics/ diagnostics on PF4C, local governance and other relevant topics
- ✓ Regularly assess the macro-economic environment to identify risks and opportunities for improving investments in children
- ✓ Collect, repackage and disseminate relevant reports to country offices and partners to inform programming.
- ✓ Support the production of guidance documents on public finance for children, local governance and related topics.

✓ Assist in the documentation and dissemination of social policy work in the region.
Child poverty and vulnerability analysis <ul style="list-style-type: none"> ✓ Support regional analyses on child poverty and vulnerabilities, including in fragile and crisis prone contexts. ✓ Support the review and quality assurance of child poverty, inequality and vulnerability analyses conducted by country offices. ✓ Analyze impacts of shocks and other emergences on the social policy agenda and child well-being.
Capacity building and technical assistance of UNICEF Country Offices and Partners <ul style="list-style-type: none"> ✓ Support capacity building initiatives on public finance for children, child poverty and local governance targeting country offices and partners. ✓ Support the organization of regional learning events ✓ Identify and share learning and capacity building opportunities for UNICEF country offices and partners.

IV. Impact of Results
<p>When shared with policy makers, timely and comprehensive data and evidence from regional and national diagnostics, inform decision-making on the mobilization, allocation and effective utilization of public resources to build human capital. It is through government budgets that services to children can be delivered, and sustainable development achieved. At the same time, capacity building initiatives by UNICEF contribute to the strengthening of public financial management capacities of governments and to making government budgets and socio-economic policies responsive to the practical and strategic needs of children. More and better spending subsequently contribute to the reduction of child poverty.</p>

V. Competencies and level of proficiency required
<u>Core Values</u> <ul style="list-style-type: none"> • Care • Respect • Integrity • Trust • Accountability • Sustainability
<u>Core Competencies (For Staff without Supervisory Responsibilities)</u> <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)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)

VI. Recruitment Qualifications

Education:	<p>A university degree in one of the following fields is required: in economics, finance, public policy, development studies, statistics, or any other relevant social sciences.</p> <p>Have strong quantitative analysis skills, including in budget analysis and econometric modelling.</p>
Experience:	<p>A minimum of two years of professional experience in one or more of the following areas is required: e.g. public financial management, child poverty analysis, public advocacy, local governance or any another related area.</p> <p>Relevant experience in a UN system agency or organization is considered as an asset.</p>
Language Requirements:	<p>Fluency in English is required. Knowledge of another official UN language or local language of the duty station is considered as an asset.</p>