



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:

- ✓ **Eswatini Country Office**

Please also mention the following:

- ✓ **Career prospects and potential for retention**

At UNICEF Eswatini, we believe that every individual who joins our team is embarking on a fulfilling journey of professional and personal growth. As a JPO with our Social Policy team, you will have the opportunity to delve deep into pressing challenges and find innovative solutions, which not only paves the way for an enriching experience but also offers a dynamic career trajectory.

- **Career Prospects:**
 - **Holistic Exposure** S/he will gain hands-on experience in policy analysis, advocacy, and program support, acquainting himself/herself with the diverse aspects of social policy formulation and implementation including but not limited to child poverty, public finance, and social protection. This wide-ranging exposure equips him/her with a robust skillset suitable for roles at both national and international levels.
 - **Skill Development** With continuous training and workshops, we ensure him/her are always at the forefront of policy research and innovations. This constant learning ensures that s/he remain a sought-after professional in the field.
 - **Opportunity to Progress:** Demonstrating excellence and commitment in his/her role could lead to consideration for other potential opportunities within UNICEF, both in Eswatini and globally. With UNICEF's presence in over 190 countries, the potential for lateral or upward movement is substantial.
- **Potential for Retention:**

- Value Alignment: We have found that professionals who align with UNICEF's core values and mission often see long-term careers with us. Our commitment to children's rights and betterment resonates with many, forming the foundation of lasting professional relationships.
- Growth Environment: At UNICEF Eswatini, we prioritize the professional growth and well-being of our team members. By providing opportunities for capacity building, mentorship, and leadership training, we nurture a conducive environment for retention.
- Team Dynamics: The collaborative and supportive environment ensures that everyone feels valued and heard. We believe that this camaraderie plays a pivotal role in retaining talent.
- As a JPO at UNICEF Eswatini, s/he is not just taking on a job; s/he is expected to embrace a calling. We invest in your future, ensuring that your initial years with us lay the groundwork for a fulfilling and impactful career in the world of social policy and beyond.

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

The journey of a JPO at the Social Policy team of UNICEF Eswatini is not just about contributing to our mission but is also a transformative personal and professional voyage. At the helm of this journey is the guidance and mentorship offered by seasoned professionals. One such pillar of strength and knowledge is our Social Policy Specialist, who will be the supervisor of the JPO and has a rich history of fostering the growth of young professionals.

- **Diverse Experience:**
 - Global Spectrum: Over the years, our Social Policy Specialist has had the privilege of supervising and working with numerous young professionals hailing from diverse cultural backgrounds. This experience has not only refined the supervisor's approach to mentorship but has also made them attuned to the varied nuances, strengths, and perspectives that each individual brings to the table.
 - Tailored Guidance: Recognizing that each professional is unique in their aspirations and challenges, the supervisor adopts a customized approach to coaching. This flexibility ensures that every JPO receives guidance aligned with their specific needs and growth trajectory.
- **Patience and Nurturing:**
 - Steadfast Commitment: The hallmark of our Social Policy Specialist's coaching philosophy is patience. They understand that growth is a gradual process and are committed to standing by each JPO's side, offering consistent encouragement and support.
 - Safe Learning Environment: The supervisor fosters a space where young professionals can comfortably voice their concerns, seek clarity, and experiment without the fear of making mistakes. This nurturing environment accelerates learning and instills confidence.
 - Embarking on the career journey as a JPO under the mentorship of our Social Policy Specialist guarantees not just the acquisition of technical skills but also holistic personal and professional development.

At UNICEF Eswatini, we ensure that while you contribute to our goals, you are also sculpted into the future leaders of tomorrow.

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

| | |
|---------------------|---|
| General Information | The position will be based in Mbabane, the capital of Eswatini. Eswatini is a small, landlocked country located on the South-eastern part of Africa. The country covers a total land area of 17,634 square kilometres, making it the smallest country in the southern hemisphere. It is bordered on the north, west, south and south-east by the Republic of South Africa and on the north-east by Mozambique. The country is divided into four well-defined topographic regions: the Highveld on the north, Middleveld and the Lowveld, on the east and the Lubombo Mountain range on the eastern border. Mbabane is situated in the Highveld and is the country's administrative capital town. All government ministries, banks and selected big companies have their headquarters in Mbabane. Eswatini has a total population of approximately 1.2 million. It is largely a youthful society, with young people constituting more than 50 percent of the total |
|---------------------|---|

| | |
|---------------------|--|
| | <p>population. English and SiSwati are the official languages spoken in the country. Cabs, mini-buses and buses are the most common modes of transport between and within towns. Some hotels offer shuttle vehicles for their clients to and from the airport. Both public and private medical facilities are available in Eswatini. The Mbabane Government Hospital is the biggest public medical facility and the country's main referral hospital. Several other government hospitals and clinics are found in different towns. Private clinics and surgeries are mainly found in towns. Most UN Staff use private clinics namely, Mbabane Clinic in Mbabane, Medisun in Ezulwini and Manzini Clinic in Manzini.</p> |
| Security | <p>Generally, Mbabane is a relatively safe city. Petty crime such as pickpocketing and purse snatching is prevalent. Vehicle theft and break-ins also occur. Violent crime, such as muggings and robberies targeting foreigners, has increased, particularly in Mbabane. Remain alert to your surroundings, ensure that your personal belongings and travel documents are secure, and avoid the townships and remote areas after dark. Avoid walking alone after dark. Keep your vehicle doors locked and windows shut, to deter carjacking and theft. Do not keep valuables in your car. There have been reports of thefts from vehicles at service stations. You should be cautious of persons ostensibly looking for assistance by the side of the road. Unsuspecting tourists have been victims of armed attacks.</p> <p>A detailed briefing on Security Situation in Eswatini will be given by the UNDSS Officer upon arrival in Mbabane. Residential security, in compliance with MORSS, is provided to you by the UNDSS Security Assistant.</p> |
| Housing | <p>Accommodation ranges from low-cost Bed and Breakfast, Backpackers and motels to three-star and four-star hotels. A comprehensive list of accommodation services with contacts can be accessed from the Eswatini Tourism Authority website www.thekingdomofeswatini.com.</p> <p>Most of the big hotels are located in the Ezulwini Valley. These include Royal Swazi Spa and Lugogo Sun and, which are part of the Sun International hotels.</p> <p>The UN in Eswatini receive International staff members, consultants who need safe and secure accommodation. UNDSS has prepared a list of Guest houses and Hotels for the respective agencies to choose from.</p> |
| Schools & Childcare | <p>Mbabane harmoniously blends its rich cultural tapestry with modern amenities to provide an optimal environment for learning and child development. Here's a succinct overview of the city's offerings in education and childcare.</p> <ul style="list-style-type: none"> • Educational Institutions in Mbabane: <ul style="list-style-type: none"> - Versatile Curriculum Offerings: Mbabane's educational institutions provide a comprehensive range of curricular choices, from the Eswatini National Curriculum to the internationally-acclaimed Cambridge system. This spectrum of options caters to diverse academic preferences and aspirations. - *Holistic Education Approach: A majority of schools emphasize a well-rounded education paradigm, integrating academic excellence with co-curricular activities spanning sports, arts, and cultural enrichment. This multifaceted approach is tailored to nurture students' cognitive, physical, and socio-cultural proficiencies. - Language and Cultural Immersion: While English predominantly serves as the instructional medium, there's a concerted effort to incorporate the indigenous language, siSwati, and the rich tapestry of Swazi traditions into the academic discourse, promoting cultural awareness and appreciation. • Child Care Services in Mbabane: |

| | |
|-----------------------------|---|
| | <ul style="list-style-type: none"> - Dedicated Care Environment: Mbabane's childcare facilities are characterized by their commitment to providing a secure, compassionate, and conducive environment. Be it daycares, preschools, or enrichment programs, each establishment prioritizes the holistic well-being and development of children. - Cultural Integration: Many childcare centers weave local traditions, folk music, dances, and narratives into their daily routines, fostering a deep sense of cultural identity and belonging among children. - Expertise-Driven Care: Mbabane takes pride in its cadre of professionally trained and dedicated childcare personnel, ensuring that children are under expert guidance at all times. |
| Work for spouses & partners | <p>Nestled within the heartland of Southern Africa, Eswatini, is a vibrant blend of rich cultural heritage and emerging economic opportunities. While its geographical footprint may be modest, the Kingdom of Eswatini presents a plethora of professional avenues for spouses and partners accompanying individuals on assignments or relocations.</p> <ul style="list-style-type: none"> • Key Sectors Offering Employment Avenues: <ul style="list-style-type: none"> - Agriculture: Anchoring Eswatini's economic framework, the agricultural realm encompasses both traditional farming practices and commercial ventures, with notable emphasis on commodities like sugar, citrus, and forestry. - Tourism and Hospitality: Eswatini's mosaic of untouched wildlife sanctuaries, indigenous cultural festivities, and unparalleled hospitality positions it as an emergent tourist hub. The sector extends opportunities across accommodations, travel consultancy, and event orchestration. - Textiles and Manufacturing: The ascendancy of Eswatini's textile sector, especially garment fabrication, signals a robust manufacturing milieu, inclusive of agro-processing and ancillary industries. - Health and Education: In alignment with national and international imperatives to uplift health and educational standards, there exists a spectrum of roles for experts ranging from academic facilitators to healthcare professionals. - Development Sector: Eswatini is home to a myriad of non-governmental organizations and international agencies, all oriented towards multifaceted development goals. Professionals with a background in developmental initiatives, programmatic oversight, or community engagement will find this sector particularly lucrative. • Entrepreneurial and Independent Opportunities: <ul style="list-style-type: none"> - Eswatini's evolving economic canvas is conducive for entrepreneurial ventures, especially in niches like artisanal crafts, eco-tourism, and technological innovations. Concurrently, the digital revolution has ushered in opportunities for independent professionals, encompassing domains such as content strategizing, digital outreach, and virtual consultancy. |

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: [Social Policy Officer](#)
Supervisor Title/ Level: [Social Policy Officer](#)
Organizational Unit: [Social Policy, UNICEF Eswatini](#)
Post Location: [Mbabane, Eswatini](#)

Job Level: [P2](#)
Job Profile No.:
Job Classification Level: [IP \(International Professionals\)](#)

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: [Office Context and JPOs Contribution to the Organization]

Eswatini, a nation with 58.9% of its populace living below the poverty line, faces stark disparities, especially among children. Despite our achievements towards the Millennium Development Goals, pressing challenges remain, notably in areas of extreme child poverty and gender-based vulnerabilities.

Aligned with Eswatini's National Development Plan, UNICEF Eswatini Country Office (EsCO)'s 2021-2025 programme focuses on holistic child development. Our core objective under the UN Sustainable Development Cooperation Framework (UNSDCF) 2021-2025 is to progressively diminish disparities affecting children, adolescents, and women.

The UNICEF EsCO Social Policy (SP) Programme is aimed at achieving the outcome of “By 2025, vulnerable children benefit from shock-responsive social protection and equity-sensitive efficient budget allocations”; and focusing on the following three priorities: 1) child poverty, to support evidence generation in this area, particularly through a multiple-deprivation-based assessment approach that can help raise awareness on the issue and advocate for child poverty alleviation; 2) public finance for Children, to provide support for efficient budget formulation and execution including budget analysis for increased transparency on public financial management, particularly for children; and 3) child-sensitive social protection, to support the design, development, adoption and implementation of child-sensitive social assistance programs and the existing system suffers from large exclusion errors failing to bridge poverty gap and promote equitable chances at life.

The SP programme seeks a JPO to fortify our endeavors in Eswatini. This JPO will play a pivotal role in social protection, public finance, economics, policy analysis, and advocacy across a wide range of social sectors, particularly in collaboration with other programmes such as education, nutrition, WASH, and public health. The JPO's expertise will be invaluable in shaping policies that spotlight child rights and ensure equitable opportunities for Eswatini's children and youth. In a nation grappling with significant child deprivation, the addition of a dedicated professional can drive transformative change.

Purpose for the job:

Positioned under the astute guidance of the supervisor – Social Policy Specialist, the role of the Social Policy Officer (JPO) is pivotal in steering technical assistance through every facet of social policy programming and its associated advocacy. This spans from incisive strategic planning to the execution of tangible and lasting outcomes. The core objectives include:

- 1) Child Poverty Alleviation: Develop and implement programs that reshape public policies to substantially diminish child poverty.
- 2) Enhancing Social Protection: Augment the breadth and influence of social protection systems to drive positive change for children.
- 3) Optimizing Child-Centric Public Investments: Ensure that public investments directed towards children are transparent, adequate, equitable, and efficient, underpinned by robust financial management.
- 4) Governance and Accountability: Champion governance reforms, promote decentralization, and amplify measures to bolster public participation. This will lead to enhanced quality, fairness, and coverage of essential social services.

In achieving these objectives, the Social Policy Officer will not only collaborate directly with government entities, development partners, and civil society stakeholders but also foster synergies with internal teams dedicated to education, nutrition, health, child protection, water and sanitation, climate change, and HIV initiatives, etc

In essence, the Social Policy Officer stands at the forefront of shaping a brighter, equitable future for children by influencing policies, strategies, and partnerships that resonate with UNICEF's mission and values.

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

1. Improving data on child poverty & vulnerability for increased use for policy and programme actions
2. Strengthening social protection coverage and impacts for children and adolescents
3. Improving use of public financial resources for children
4. Strengthening advocacy and partnerships for child-sensitive social policy
5. Supporting UNICEF programme management

1. **Improving data on child poverty & vulnerability for increased use for policy and programme actions:**
 - Supports the collection, analysis and user-friendly presentation of data on multidimensional and monetary child poverty, including strengthening national capacity to collect routinely, 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 impacts for children and adolescents:**
 - Supports the development of social protection policies, legislation and programmes with attention to increasing coverage of and impact on children and adolescents, with special attention 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, water and sanitation, child protection, HIV, etc.
 - Supports improved monitoring and research around social protection impact on child outcomes, and use of data and research findings for strengthening programme results.
 - Supports strengthening the resilience of social protection systems in response to various shocks
 - Supports strengthening the gender-responsive of social protection systems and care infrastructure, such as equitable, quality, accessible and affordable early childhood education, childcare, healthcare, and care and social services for persons with disabilities, including children with disabilities

3. **Improving use of public financial resources for children:**
 - Undertakes budget analysis to inform UNICEF's advocacy and technical assistance to Ministries of Finance, planning commissions, 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 regional-level planning, budgeting, and public financial management as well as facilitating community participation.

| |
|--|
| <ul style="list-style-type: none"> ▪ Collaborates with the national and local authorities to strengthen capacity on quality data collection, analysis for policy development, planning, implementation, coordination, and monitoring of essential social services, with emphasis on community participation and accountability. ▪ Collaborates with development partners and private sectors to explore and unlock potential opportunities for innovative financing (e.g., blended finance). ▪ Conducts the political and economic analysis and developing briefs. |
| <p>4. Strengthening advocacy and partnerships for child-sensitive social policy:</p> <ul style="list-style-type: none"> ▪ 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, development partners, 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. |
| <p>5. Supporting UNICEF programme management:</p> <ul style="list-style-type: none"> ▪ Helps manage and coordinate technical support around child poverty, social protection, public finance and governance ensuring it is well planned, monitored, and implemented in a timely fashion so as to adequately support scale-up and delivery. Ensures risk analysis and risk mitigation are embedded into overall management of the support, in close consultation with UNICEF programme sections, Cooperating Partners, and governments. ▪ Supports and contributes to effective and efficient planning, management, coordination, monitoring and evaluation of the country programme. Ensures that the social planning project enhances policy dialogue, planning, supervision, technical advice, management, training, research and support; and that the monitoring and evaluation component strengthens monitoring and evaluation of the social sectors and provides support to sectoral and decentralized information systems. |

IV. Impact of Results

In the unique landscape of Eswatini, marked by its socio-economic intricacies, the expertise of JPO (Social Policy Officer) expertise in providing astute technical, administrative, and operational support becomes a linchpin. By fostering the evolution and realization of strategic advocacy, intertwined with an adeptly crafted Social Policy Programme, we edge closer to crafting a protective bastion for the country's children and adolescents. This is pivotal in securing not just their survival, but also their comprehensive development and overall well-being, resonating deeply with Eswatini's cultural and societal nuances. The ripple effect of successful social policy initiatives in Eswatini not only elevates the life prospects of its children but concurrently bolsters the stature of UNICEF within the country. This heightened credibility paves the way for us to extend indispensable, culturally-aware services, designed specifically for Eswatini's mothers and children, thus championing a deeper sense of social equity throughout the country. The JPO's dexterity becomes the bedrock, catalyzing UNICEF Eswatini's resolute commitment to ensuring every child in the Kingdom is accorded the promise of a secure, enriched future.

V. Competencies and level of proficiency required

(Please base on UNICEF Competency Framework)

| | |
|---|---|
| <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: | An advanced 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: | <ul style="list-style-type: none"> • A minimum of two years of full-time professional work experience at the national and/or international level in international development, particularly in public policy, social protection, development economics, or poverty reduction is required. • Previous working experience of dealing with multiple stakeholder including but not limited to the Government, development donors and agencies, civil society organizations, private sectors is highly desired. • Background and/or familiarity with child development is considered as a strong asset. • Previous experience in research and study, and/or project management and coordination is desired. • Experience of working in the UN or other international development organizations is desired. • Experience working in a developing country is considered as a strong asset. • Solid overall computer literacy, including proficiency in various MS Office applications (Excel, Word, etc.) and email/internet; familiarity with office technology equipment; |
| 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. |
|--|--|