



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:

- ✓ Field monitoring visits to implementing partners in the country
- ✓ Participation in relevant trainings, workshops and events in the region

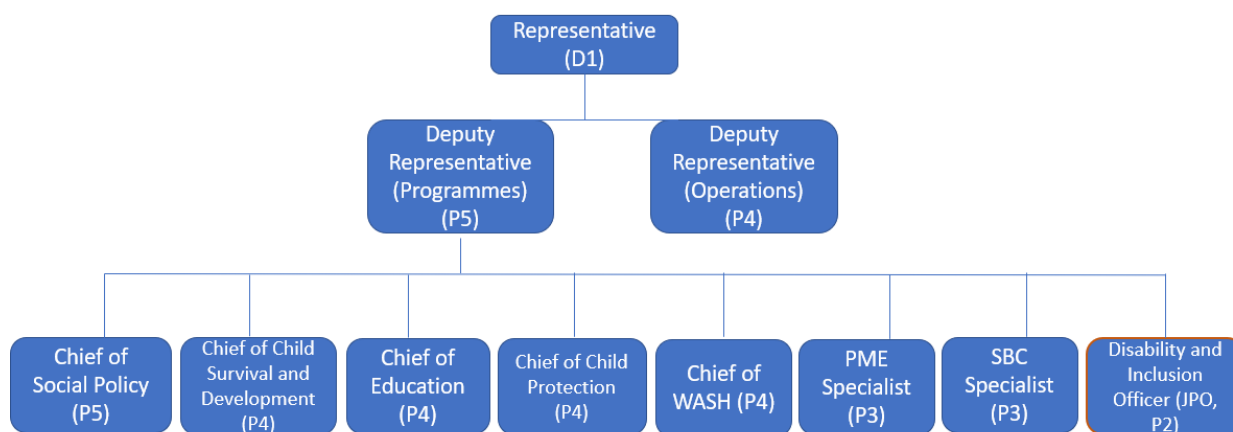
The JPO will further benefit from the supervision of member of the senior management, namely the Deputy Representative, with over 35 years of experience both at sectoral/programmatic level and managerial/leadership level. The Deputy Representative has a strong supervisory record and solid experience in supporting growth and development of young professionals. UNICEF Angola would like to benefit from this JPO opportunity to move forward an ambitious agenda that can open the door for funding and the possibility of creation of a post at P3 level.

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

General Information	<p>Luanda is the capital and largest city in Angola, divided into 10 municipalities: Ingombota, Maianga, Sambizanga, Samba, Rangel, Cazenga, Cacuaco, Viana, Kilamba Kiaxi, as well as the municipality of Belas (periphery). The Government of Angola, mainly relying on revenues from oil, diamond and other natural resources, is investing heavily in infrastructure in and around Luanda. Luanda has quite a number of oil companies based here.</p> <p>Luanda has a micro-climate with rainfall substantially lower than that of the surrounding areas. Temperatures range from 25-35°C during the rainy season, which lasts from November to May. Humidity is high and it can get uncomfortably hot. In the cooler season, from mid-May to September, average temperatures range from 18-22°C.</p>
Security	<p>Luanda is classified as B Duty Station, which means that it is generally safe, but one needs to remain cautious. The most common security challenges to expatriates include robberies, pickpocketing, and theft from vehicles.</p>

Housing	Different types of long-term accommodation are available in Luanda: standalone houses, houses in gated compounds, apartments. These could be furnished and/or fully serviced, or unfurnished. Advertisements of rental opportunities can be found via link: https://www.angocasa.com/ .
Schools & Childcare	Most of international staff's children attend international schools with an academic system that is recognized abroad. Main international schools include Luanda International School, L'Ecole Francaise, English School Community of Luanda, Portuguese School and Elf Creche (day-care centre). It is advisable to ask your embassy in Luanda which schools your compatriots prefer for their kids.
Work for spouses & partners	Work opportunities for spouses/partners are limited. However, if hired by any organisation, a work permit must be applied for through the same hiring organisation.

Reporting line of the JPO



UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

I. Post Information

Job Title: **Disability and Inclusion Officer**
 Supervisor Title/ Level: **Deputy Representative, P5**
 Organizational Unit: **Programme Effectiveness**
 Post Location: **UNICEF Angola (Luanda)**

Job Level: **Level 2**
 Job Profile No.:
 Job Classification Level: **Level 2**

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 Programme Effectiveness team at UNICEF Angola, led by the Deputy Representative, is seeking donor support for the funding of a JPO position for 2023-2024 that will provide critical support for the implementation of UNICEF Disability Inclusion Policy and Strategy and ensure better results for children with disabilities. The JPO will support to ensure the technical excellence and quality of programmatic work on inclusion of children with disabilities equality in Angola Country Office, while also supporting heightened knowledge about key deprivations and bottlenecks in the realization of the rights of children and youth with disabilities. This is an exciting area of work that supports results across the several dimensions on child well-being and across multiple sectors. The opportunity to cause real and lasting impact is high given recent developments that provide critical entry points, such as availability of new data on disabilities, approval of a new National development Plan and of a National Policy for the Inclusion of Persons with Disabilities. UNICEF Angola's Country Programme 2024-2028 has a significant focus on 'upstream' work, ensuring the necessary evidence is generated to inform the technical assistance we provide to the Government of Angola and to fuel the advocacy work with all relevant stakeholders to ensure effective, efficient and equitable investment in social services that promote the realization of children's rights. Overall, the funding of this position will provide much-needed support for the organization's strengthened commitment to leaving no child behind.

Purpose for the job:

Under the direct supervision of the Deputy Representative (P5), the JPO will be responsible for the following key functions/accountabilities:

- 1) Support the Deputy Representative in implementation of UNICEF Disability Inclusion Policy and Strategy at the Country Office level through mapping the current inclusion of children with disabilities (or lack thereof) in the programmes in the country office and at the country level more broadly and provide technical guidance and assistance on how programmes can be more inclusive by identifying and sharing good practices and assisting with design of cross-sectoral programme interventions.
- 2) Support empowerment, skills-building, innovative thinking and participation of youth with disabilities in decision-making.
- 3) Support the Deputy Representative and country office disability focal points to develop and monitor cross-sectoral disability-inclusive programming and partnerships with children and youth with disabilities and the organizations representing them, donors, other UN agencies and strategic partner organizations.
- 4) Identify capacity gaps and support capacity development for increased knowledge and understanding on disability inclusive programming at the country office and country level.

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

<ol style="list-style-type: none"> 1. Support the Deputy Representative in implementation of the UNICEF Disability Inclusion Policy and Strategy at country office level 2. Support empowerment, skills-building, innovative thinking and participation of youth with disabilities 3. Support the Deputy Representative and Disability Focal Points to develop and monitor cross-sectoral disability-inclusive programming and partnerships 4. Identify capacity gaps and support capacity development
<p>1. Support the Deputy Representative in implementation of the UNICEF Disability Inclusion Policy and Strategy at country office level</p> <ul style="list-style-type: none"> • Map the current inclusion of children with disabilities (or lack thereof) in the programmes in the country • Provide technical guidance and assistance on how programmes can be more inclusive by identifying and sharing good practices and assisting with design of cross-sectoral programme interventions • Support use and dissemination of data on children and persons with disabilities in the country, in particular new data that will be released through the 2023 Demographic and Health Survey and the 2024 Census of Housing and Population, but also budgetary data • Support assessments and implementation of recommendation for initiatives to make UNICEF Angola premises more accessible, as well as more inclusive media communications and advocacy • Monitor commitments related to budget expenditure on disability inclusion and on recruitment of persons with disabilities
<p>2. Support empowerment, skills-building, innovative thinking and participation of youth with disabilities</p> <ul style="list-style-type: none"> • Map disability inclusive youth-led initiatives with potential for scale-up with UNICEF support • Explore possibility of establishing an inclusive Youth Board at country office level to support youth participation (from consultation to youth-led initiatives) in UNICEF programming • Identify and support implementation of initiatives that help amplify the voices and increase participation of children and youth with disabilities, including linkage with decision-makers and engagement on national planning and budgeting cycles
<p>3. Support the Deputy Representative and Disability Focal Points to develop and monitor cross-sectoral disability-inclusive programming and partnerships</p> <ul style="list-style-type: none"> • Support development and implementation of a Country Office Disability-Inclusive Programming Strategy, with inclusive programming (mainstream and targeted) in both development and humanitarian action, centered around the enabling environment (social norms, legal provisions, management and coordination, budgets, data), supply side (offer of services, facilities and information) and demand side (financial access and direct and indirect costs) • Map self-advocates, groups and organizations of children and youth with disabilities • Map relevant stakeholders such as civil society, donors, other UN agencies and strategic partner organizations • Support facilitation of collaboration with self-advocates, groups and organizations, and other relevant stakeholders
<p>4. Identify capacity gaps and support capacity development</p> <ul style="list-style-type: none"> • Map needs for capacity-building of UNICEF Angola Country Office • Map needs for capacity-building of Organizations of Persons with Disabilities in the country and other relevant national stakeholders • Identify, develop and support implementation of trainings, workshops and webinars • Work in partnerships with local civil society organizations to strengthen the institutional and operational capacity of OPDs (legalization, organization, resource mobilization, advocacy) • Identify other critical partners, promote awareness and build capacity of partners, and actively facilitates effective collaboration within the UN family on disability programming

IV. Impact of Results

The opportunity for a JPO Disability and Inclusion Officer to cause real and lasting impact is high given recent development that provide critical entry points, such as availability of new data on disabilities, approval of a new National development Plan and of a National Policy for the Inclusion of Persons with Disabilities. There is much excitement and at the same time many challenges about the vision and practical implementation of such policy in the country, with UNICEF becoming a trusted and reliable player. The efficiency and efficacy of support provided by the Junior Programme Officer – Disability and Inclusion (JPO) to programme preparation, planning and implementation, contributes to the achievement of sustainable results to improve social inclusion of children with disabilities. Effective advocacy for disability-transformative programming and investments will increase the credibility of UNICEF Angola's programming and partnerships for children's rights at all levels and will provide an excellent learning and growth opportunity for a young professional.

V. Competencies and level of proficiency required

Core Values attributes

- Care
- Respect
- Integrity
- Trust
- Accountability

Core competencies skills

- 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)

Functional Competencies

- Analyzing (2)
- Applying Technical Expertise (2)
- Learning & Researching (2)
- Planning & Organizing (2)

VI. Recruitment Qualifications

Education:	A university degree in one of the following fields is required: international development, human rights, psychology, sociology, international law, or another relevant social science field.
Experience:	<p>A minimum of two years of professional experience in one or more of the following areas is required: programme planning, management, and/or research in child rights, social inclusion.</p> <p>Experience working in a developing country is considered as a strong asset.</p>

	<p>Relevant experience in a UN system agency or organization is considered as an asset.</p> <p>Background and/or familiarity with emergency 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 (Portuguese) is considered as an asset.</p>