



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:



Please also mention the following:

- ✓ Career prospects and potential for retention: While specific career pathways may vary, the organization values talent retention and is committed to fostering opportunities for advancement where possible.
- ✓ Supervisor's experience in coaching and development of young professionals: mentoring a diverse range of individuals, from full-time staff members to multiple interns and consultants, fostering growth and skill development in collaborative environments. Additionally, the supervisor has worked closely and supervised / managed several institutions and research/evaluation teams.

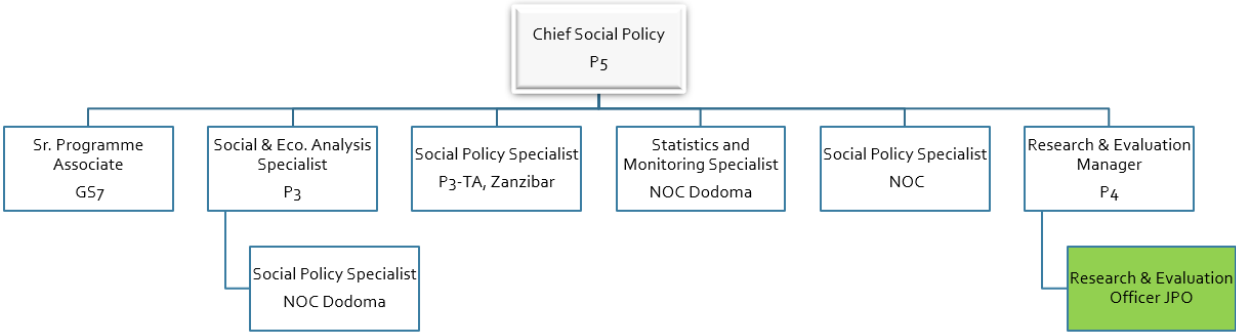
Information and living condition of Duty station: [For Filed Office locations only]

General Information	<i>Dar es Salaam, the largest city and economic hub of Tanzania, is a dynamic coastal metropolis situated along the Indian Ocean. As a essential gateway for regional trade and home to the UNICEF office, it offers a unique blend of economic opportunity, cultural diversity, and political significance. The city's strategic location as a major port facilitates international collaboration, while its rich history and vibrant arts scene provide a captivating backdrop for your work with UNICEF. The warm and welcoming people of Tanzania, known for their hospitality and friendly nature, will undoubtedly enrich your personal and professional experience as you embark on your journey with UNICEF in this culturally diverse and vibrant city. Dar es Salaam's stunning beaches and diverse culinary offerings further make it a compelling destination for both growth and fulfillment.</i>
Security	<i>The security level in Dar es Salaam is classified as Low (2) according to the UN Travel</i>

	<p>advisory.</p> <p><i>The General security situation is relatively calm in Tanzania. Unrest is rare, however, can occur around elections. The most common threat against UN personnel is petty crime like bag- snatching of pedestrians walking along the streets or waiting by the roadside. This is mostly perpetrated from passing vehicles (motorcycle or car). This can lead to serious injuries if the victim tries to hold on to her/ his belongings. Break-in and theft sometimes occur. These incidents are rarely violent, and burglars usually target computers, electronics, and small, portable items they can carry. In tourist locations such as Zanzibar, petty crime and pickpocketing are not unusual. Another safety threat is road traffic accidents. When driving, keep your windows rolled up as it is common for thieves to reach into your vehicle and make off with your belongings while you wait in traffic. Theft of mirrors and other car parts while stopped in traffic or parked in downtown also occur.</i></p>
Housing	<p><i>In Dar es Salaam, various types of long-term accommodation options are readily accessible, including standalone houses, residences within gated compounds, and apartments. These accommodations can be found in both furnished and/or fully serviced configurations, as well as unfurnished options.</i></p> <p><i>The most popular areas for international staff are Masaki, Msasani Peninsula and Oysterbay, collectively called "the Peninsula". All are at the coast and centrally located nearby shopping centers, schools, restaurants, hotels, and UN offices. There is a wide variety of housing options: high-rise and low-rise apartments, townhouses, and stand-alone houses. Rental prices start from USD 1,200 per month for an apartment and from USD 3,000 per month for a house – depending on the number of bedrooms and the requirements. Contact the CO for more details on the housing options</i></p>
Schools & Childcare	<p><i>If you plan to have your children educated in Tanzania, it is crucial to plan as soon as possible. It is also worth bearing in mind that a place for your child at an institution providing an internationally competitive/ credentialed education can be expensive – more than the cost of university in many European countries. Preschools are also costly. Contact the CO for more details on the list of options available.</i></p> <p><i>If you choose to hire a domestic staff, which is common in Tanzania, the agreement that you enter with your housekeeper, nanny (ayah), gardener, driver, or guard (askari) must conform to The Employment and Labor Relations Act 2004.</i></p> <p><i>In a nutshell, domestic workers can be employed for eight hours a day (overtime rates apply beyond that) for six days a week. They are entitled to paid medical, maternity, paternity and annual leave, and a fixed notice period before termination of employment. You will need to contribute to the pension fund as well.</i></p> <p><i>Anyone that you employ must be provided with a written contract which includes the name, age, permanent address and sex of the employee, a job description, the duration of the agreement, the place and hours of work, and details on remuneration and any other benefits.</i></p>
Work for spouses & partners	<p><i>For foreigners not employed by the UN or in a diplomatic capacity, the process to secure permission to work in Tanzania is relatively complex, can be expensive and varies from case to case. If a prospective employer cannot help, one option is to contact the Ministry of Home Affairs; you will find partial guidelines on their website in the Immigration Service section. You can also ask assistance and guidance from your office.</i></p>

Reporting line of the JPO

Social Policy Section





UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

I. Post Information

Job Title: JPO Research & Evaluation Officer
Supervisor Title/ Level: Research & Evaluation Manager (P4)
Organizational Unit: Social Policy, Research and Evaluation
Post Location: Dar es Salaam

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

II. Strategic Office Context and purpose for the job

Under the auspices of the CPD 2022-2027 and the UN Sustainable Development Cooperation Framework (UNSDCF), the UNICEF Tanzania Social Policy, Research and Evaluation (SPRE) Programme aims to support national efforts to boost inclusive growth and socio-economic transformation and to accelerate progress toward the SDGs.

SPRE works to strengthen national statistical, public financial management, and social protection systems and coverage, in addition to building national capacity around research and evaluation on children's issues, to inform better decision-making for children.

SPRE aims to work with different actors including the Government, civil society organizations, the private sector, academia and the public in Zanzibar and in mainland to ensure that children's well-being is well reflected in national policy, budgets and the national development agenda, including the national research agenda.

Under the direct supervision of the Research & Evaluation Manager, the candidate will contribute to the efforts of the Social Policy, Research, and Evaluation (SPRE) Programme to strengthen national statistical systems, public financial management, and social protection to better address child poverty and socio-economic disparities. The candidate will collaborate with government ministries, civil society, academia, and international partners to ensure children's well-being is reflected in national policies and budgets. He will also contribute to data-driven policy advocacy, capacity building, research and evaluation to improve decision-making and outcomes for children in URT.

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

1. Data Collection and Analysis:

- Assist in gathering, organizing, and analyzing statistical data from national and local sources, focusing on children's well-being, socio-economic indicators, and child poverty.
- Support the development of reports, policy briefs, and presentations based on data insights to inform key stakeholders and decision-makers.

2. Literature Reviews:

- Conduct literature reviews on social policy, public financial management, social protection, and child-focused research to support ongoing projects.

- Synthesize existing research to contribute to policy recommendations and identify gaps in current data and studies.

3. Concept Note Development:

- Help draft concept notes for new activities and initiatives aligned with SPRE's goals, including social protection, public financial management, and research capacity building.
- Work closely with relevant stakeholders to define project objectives, scope, and expected outcomes.

4. Event and Meeting Coordination:

- Assist in organizing policy advocacy events, workshops, and stakeholder meetings.
- Manage logistics, prepare agendas, coordinate communications, and ensure smooth facilitation of events aimed at promoting evidence-based decision-making for children's issues.

5. Policy Advocacy Support:

- Contribute to advocacy efforts by supporting the drafting of policy documents, position papers, and presentations that highlight the importance of social protection and equitable resource allocation for children.
- Engage with government and civil society partners to ensure the inclusion of child-sensitive policies in national strategies and budgets.

6. Stakeholder Engagement:

- Coordinate with various national and international stakeholders, including government ministries, UN agencies, and research institutions.
- Assist in building partnerships to strengthen SPRE's objectives and foster cross-sectoral collaboration for child protection and development.

7. Monitoring and Evaluation:

- Support the monitoring of social policy interventions and SPRE initiatives to assess their impact on child well-being.
- Assist in developing tools and methods for tracking progress and measuring outcomes, ensuring that data is disaggregated and used for targeted policy adjustments.

These tasks will contribute to strengthening evidence-based social policies and supporting national capacity building efforts to ensure better outcomes for children.

IV. Impact of Results

By providing timely and high-quality support in areas such as social protection, public finance, strengthening national statistical systems, and research and evaluation, the incumbent plays a key role in advancing the effective planning, implementation, and monitoring of UNICEF's programs. This, in turn, bolsters UNICEF's capacity to advocate for and implement policies that safeguard and empower vulnerable children. The incumbent's role in supporting evidence-based decision-making and resource optimization ensures that UNICEF can more strategically address issues like child poverty, inequality, and social vulnerability, ultimately strengthening the organization's ability to fulfill its mission of improving children's lives worldwide.

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 • Sustainability <p><u>Core competencies skills</u></p> <ul style="list-style-type: none"> • Demonstrates Self Awareness and Ethical Awareness (2) • Builds and Maintains Partnerships (2) • Works Collaboratively with others (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></p> <ul style="list-style-type: none"> • Analyzing (2) • Applying technical expertise (1) • Planning and organizing (2)
--	---

VI. Recruitment Qualifications	
Education:	A university degree in one of the following fields is required: Economics, development studies, public policy, sociology or a related discipline.
Experience:	<p><i>A minimum of two years of professional experience in one or more of the following areas is required</i></p> <p>Relevant professional experience in areas such as development, research, or policy analysis. This experience should demonstrate an understanding of development issues and the ability to apply analytical skills.</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 local language of the duty station (Kiswahili) or another official UN language is considered as an asset.</i></p>