



UNITED NATIONS CHILDREN'S FUND  
JPO Request Form



*"Child participation is important because it ensures that young people have a voice in decisions that affect their lives, empowering them to contribute their unique perspectives, ideas, and solutions for a better future", says Joshua, aged 17, who participated in the launch of the National Child Participation Framework in Lusaka.*

**Top three individual work-plan deliverables for the JPO:**

1. Provide opportunities for adolescents/young people to communicate and advocate for their rights and galvanise platforms (on- and offline) to help them speak out to a range of influential audiences, including decision makers and the private sector.
2. Support the deployment and implementation of selected online and offline youth engagement and participation initiatives in the country.
3. Support the growth of UNICEF Zambia Youth Advocate Change Makers initiatives to reach more young people and adolescents.

**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 2<sup>nd</sup> year.

In addition, the JPO will benefit from the following specific learning opportunities in the receiving office:

- ✓ Learning opportunities in performance management.
- ✓ Learning opportunities on basic UNICEF programmes and operational strategies, including PSEA, disability and others.
- ✓ Experience-sharing through regular participation in UNICEF Regional Communication Team network meeting.

- ✓ Experience-sharing through participation in Youth-led advocacy events at national level.
- ✓ Career prospects and potential for retention.
- ✓ Supervisor's experience in coaching and development of young professionals.

#### **Supervisor's experience in coaching:**

The Chief of Communication, Advocacy, Partnerships and Engagement (CAPE), who is the supervisor of this Junior Professional Officer, has about twelve years of experience with UNICEF having supervisory roles, and has provided career support and advice in the past to a Norwegian JPO, giving her exposure and helping her to expand her network to identify career opportunities. Together, we identified learning opportunities and organized weekly meetings to assess progress in the implementation of activities and address bottlenecks. In Zambia as well as in other duty stations, the supervisor also coached and developed other young professionals including international and national United Nations Volunteers (UNVs) and have constantly guided them on their daily work, and organized career conversations. Being a former JPO herself, the Chief of CAPE in Zambia understands the importance of nurturing young talents and believes that they can bring innovative perspectives and approaches into the work UNICEF does. The supervisor of the JPO has been graduated from the UNICEF Mentorship Programme 2024, as a mentor.

#### **Career prospects:**

Youth participation is an important enabler and strategy to achieve results for children in the current Country Programme in Zambia. The portfolio has grown over the last years and is now being systematized to make it sustainable. Different programmes are integrating youth participation in their outcomes which gives prospects for the portfolio to continue being instrumental in the years to come. Different donors have shown interest in this area, therefore there is appetite to continue giving youth participation and civic engagement a prominent space which will offer opportunities for career development.

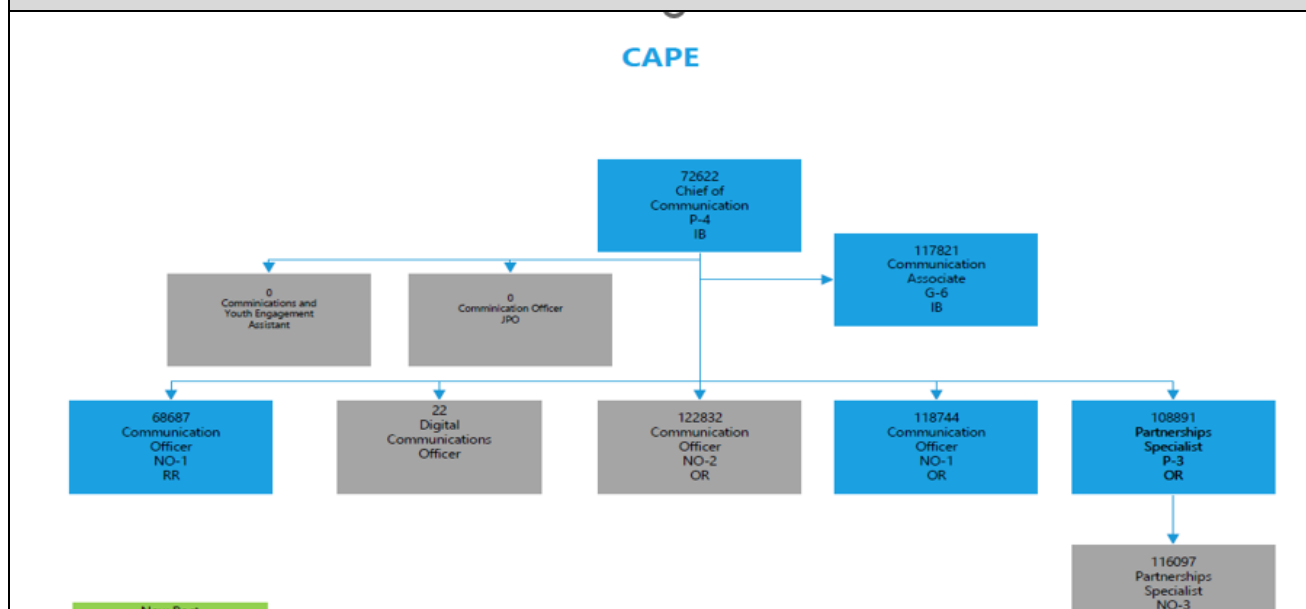
It is important to note that the team won the Inspire Award in the category of youth participation in 2023, so the JPO will have a unique opportunity to learn from other team members and get familiar with very innovative working modalities.

#### **Information and living condition of Duty station:**

General Information	Zambia is a landlocked, low-income country with a population estimated at 18 million. Lusaka became the capital city of Zambia in May 1935. Lusaka's central position in Zambia and its pleasant climate were two of the main reasons for its selection as the capital. It is a metropolis, which provides a home to about two and half million (2.5M) inhabitants of different nationalities. It has grown to become the seat of the Government of the Republic of Zambia and as such all diplomatic missions, international organizations, industrial and commercial entities are based there. Its political, social, economic and cultural significance has also increased through the years.
---------------------	--

	Public transport is provided by private operators using minibuses and taxis. The bus routes are not mapped and roads are often congested. The official language is English, which is widely spoken.
Security	Zambia is a family duty station and classified as a Class B duty station (with low to medium risk rating). However, travel outside Lusaka, especially close to the border towns tends to have a higher security level. <sup>1</sup>
Housing	Residential neighborhoods in Lusaka are Chudleigh, Jesmondine, Kabulonga, Kalundu, Kingsland, Longacres, Mass Media, Meanwood Ibex, New Kasama, Rhodespark, Roma, Sunningdale and Woodlands Main.  It is possible to rent furnished and unfurnished houses, town houses or apartments.
Schools & Childcare	A number of international schools with an academic system that is widely recognized abroad are available in Zambia. International schools often include a kindergarten and pre-school classes (sometimes even a nursery) for younger 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.

### Reporting line of the JPO



<sup>1</sup> <https://unicef.sharepoint.com/sites/GSSC-CWG/SitePages/Zambia.aspx#security>



UNITED NATIONS CHILDREN'S FUND  
SPECIFIC JOB PROFILE

**I. Post Information**

**Job Title:** Youth Engagement and Communication Officer

**Supervisor Title/ Level:** Chief of Communication, Advocacy, Partnerships and Engagement (CAPE)

**Organizational Unit:** CAPE

**Post Location:** Lusaka, Zambia

**Job Level:** P2

**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:**

In Zambia, half of the population is under 15 years of age. Children 0 to 9 represent about 4.4 million while youth under 25, are 6 million. The unique issues associated with adolescence and youth and their needs have been poorly addressed or, in some cases, ignored, leading to multiple deprivations. The approach of UNICEF Zambia in this area is two-fold: 1) Address the needs of adolescents in specific sectors, e.g. adolescent health and nutrition, education and skills development both in terms of programmes and policies that reinforce each other; and 2) Build the capacities of adolescents to participate in decisions that affect them, and create platforms to allow for meaningful engagement.

In alignment with this, the country office is keen to strengthen its engagement with adolescents and young people as resources who offer valuable perspectives and insights that contribute to more effective, relevant and sustainable results for children and adolescents. The Communication, Advocacy, Partnerships and Engagement team works with and for adolescents and youth in Zambia building their capacity, providing them with platforms and tools to raise their voices, creating opportunities to advocate for their own rights and co-creating content that features issues affecting their lives and can help raise awareness and advocate for solutions. The team has been very successful in creating a structure within the Country Programme where youth

are consulted and their capacity built so they can be agents of change or changemakers in their communities and at national level, triggering positive change. These efforts have been awarded with the Inspire Award in the category of youth participation in 2023.

The JPO will help to build on this and expand the programme bringing it to scale and making sure the participation model at community level can be replicated across the country. The incumbent will play a key role in systematizing this work and provide technical support to programmes, government, particularly the Ministry of Youth, and implementing partners on meaningful participation and will be part of the Adolescents Task Force within UNICEF Zambia.

The JPO will also play a leading role in strengthening our online presence (especially the innovative Internet of Good Things platform), while building stronger connections with our existing adolescent participation civil society partners.

**Purpose for the job:**

Under the direct supervision of the Chief of Communication, Advocacy, Partnerships and Engagement (P4), the JPO will provide professional technical and operational assistance to support young people's participation and civic engagement within the Country Programme and will undertake the following tasks:

Provide opportunities for adolescents/young people to communicate and advocate for their rights, concerns and needs; engage influencers who strengthen young peoples' voices; co-create content and publications that engages youth on a range of media platforms (including digital); produce youth-friendly versions of UNICEF-generated evidence in ways youth and adolescents can understand and use in their advocacy; work with young people to speak out about their rights to a range of influential audiences, including decision makers and the private sector; organise advocacy workshops with adolescents and youth; scale up the changemakers initiative and expand the community engagement programme in the area of water management in Luapula province.

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

1. Support the conceptualization, implementation and monitoring of youth engagement campaigns and activations linked to key organizational priorities including World Children's Day, International Youth Day, Climate Action, Ending Child Marriage, etc.
2. Develop digital content that elevates young people's voices and actions in support of children's rights, including but not limited to: developing social media graphics, writing social media copy, conducting and writing interviews with youth advocates/activists and place that content on UNICEF platforms and other media outlets, including digital.
3. Provide and galvanise platforms for adolescents/young people to communicate and advocate for their rights, to help them speak out to a range of influential audiences, including decision makers and the private sector, for instance Voices of Youth, TED Talks, advocacy filmmaking, photography and advocacy workshops.
4. Assist with the community management of Internet of the Good Things – review submitted content, provide feedback to contributors, promote top content.
5. Support the growth of UNICEF's Youth Advocates and Change Makers initiatives.
6. Coordinate youth engagement activities as part of the implementation of key advocacy strategies in the area of climate action, education, and end child marriage, among others.
7. Support the development of training materials, capacity building tools and resources and carry out capacity building sessions targeting youth.
8. Identify, contact and engage youth networks, influencers and advocates, including digital ones, to drive engagement with adolescent and youth to help creating enabling environment for youth participation and advocacy.
9. Identify good practices and opportunities and how they can be most effectively applied to deepen outreach and engagement with youth audiences.
10. Participate regularly in relevant planning meetings with programmes, the Regional Offices, ADAP and the Division of Global Communication and Advocacy.
11. As needed, support the development of youth engagement strategies as related to special events and campaigns.
12. Support programme colleagues in organizing and coordinating national, regional and global programme related advocacy events and campaigns, by securing the participation of young people from partner organizations, youth networks and vulnerable areas.
13. Support the preparation and implementation of events related to youth engagement.
14. Identify new opportunities and innovative approaches to continually improve our youth engagement initiatives across digital platforms to deepen engagement with supporters (Whatsapp, Chatbot messenger, etc.)
15. Undertake regular monitoring and evaluation activities according to the work plan to ensure maximum impact and continuous improvement of youth participation and expression efforts. Ensure results and reports are prepared and shared on a timely basis.
16. Document youth initiatives through different multimedia products and share them through different communication channels targeting youth and larger audiences.

#### **IV. Impact of Results**

The support of the incumbent will help the Communication, Advocacy, Partnerships and Engagement team and, overall, the whole Zambia Country Office to deliver on the goals set on the Country Programme Document through:

- Off- and online platforms for adolescents/young people to help them communicate and advocate for their rights, speak out to a range of influential audiences, including decision makers and the private sector.

<ul style="list-style-type: none"> <li>Youth-friendly products and publications co-created with youth organisations on matters of importance to youth in Zambia.</li> <li>Country Office's network with youth organization, influencers and advocates is developed, whose support is essential to/can assist in achieving the advocacy and communication objectives.</li> <li>Engagement initiatives with youth and key influencers, especially through digital and mass-media: a mass-media initiative that promotes the transformation of adolescents and youth into socially-conscious, solutions-oriented change makers, and amplify their action through traditional and digital media.</li> <li>Regular monitoring and evaluation activities are undertaken according to the work plan to ensure maximum impact and continuous improvement of country communication efforts. Results and reports are prepared and shared on a timely basis.</li> <li>Advocacy objectives achieved in key areas of children's wellbeing.</li> </ul>	
<b>V. Competencies and level of proficiency required</b>	
<p><b><u>Core Values attributes</u></b></p> <ul style="list-style-type: none"> <li>Care</li> <li>Respect</li> <li>Integrity</li> <li>Trust</li> <li>Accountability</li> </ul> <p><b><u>Core competencies skills</u></b></p> <ul style="list-style-type: none"> <li>Nurtures, Leads and Manages People (1)</li> <li>Demonstrates Self Awareness and Ethical Awareness (2)</li> <li>Works Collaboratively with others (2)</li> <li>Builds and Maintains Partnerships (2)</li> <li>Innovates and Embraces Change (2)</li> <li>Thinks and Acts Strategically (2)</li> <li>Drives to achieve impactful results (2)</li> </ul>	<p><b><u>Functional Competencies</u></b></p> <ul style="list-style-type: none"> <li>Persuading and influencing (1)</li> <li>Applying technical expertise (1)</li> <li>Learning and researching (2)</li> <li>Planning and organizing (2)</li> </ul>
<b>VI. Recruitment Qualifications</b>	
Education:	University degree in Communications, Journalism, Marketing, International Relations/Development, Social Sciences, Sociology or a related field. A first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree.
Experience:	A minimum of 2 years of professional experience in social development planning and management in youth & adolescent development related areas with specific focus on youth expression and participation.

	<p>Experience developing and implementing communication strategies to increase youth participation and engagement with gender lenses is required</p> <p>Capacity to lobby and persuade others to partner with the UNICEF in the area of Youth Participation</p> <p>Experience in digital and social media content creation for different target audiences and platforms is required</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>