



## UNITED NATIONS CHILDREN'S FUND JPO Request Form



Mozambique's context presents many challenges and opportunities for children. UNICEF is leading agency in ensuring children's rights by promoting opportunities to ensure they develop at their potential. As part of the wider UNICEF program and team, the JPO will join a very dynamic education section that aims to seek creative and innovative solutions to improve learning results for children and address the sector's biggest challenge: keeping children in school and learn. The office is exploring in particular the potential of technology to improve education systems, teacher competence and student learning.

We are looking for a dynamic, enthusiastic person that thinks outside the box and willing to go the extra mile to innovate, test and learn. The section will support JPO to enhance her/his competency through on-the-job training, training via online and/or face-to-face, coaching by her/his supervisor, exposure to collaboration with other sections within UNICEF and external partners. S/he will gain first-hand experience on the ground as to how things work or don't work. JPO will also gain overall management experience through M&E focal point for the office which require the viewpoint not only for the specific activity level but also the comprehensive programme perspective and its relation to national strategy.

### **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:

- ✓ Language classes, unless the identified suitable candidate is fluent in Portuguese
- ✓ PSEA (Prevention of Sexual Exploitation and Abuse)

### **Potential for Retention**

- ✓ The JPO experience in Mozambique will contribute to future career opportunities of the JPO within UNICEF and the wider UN system, as it provides a unique opportunity to gain experience

in emergency and humanitarian contexts, as well as nexus/development programming. This experience is highly sought after in UNICEF's education programs beyond Mozambique given the increasing numbers of countries with protracted crisis;

- ✓ Depending financial situation, UNICEF aims at retaining the Education Officer position in one of the field officers or in the country office as continued capacity is required and not easily found.

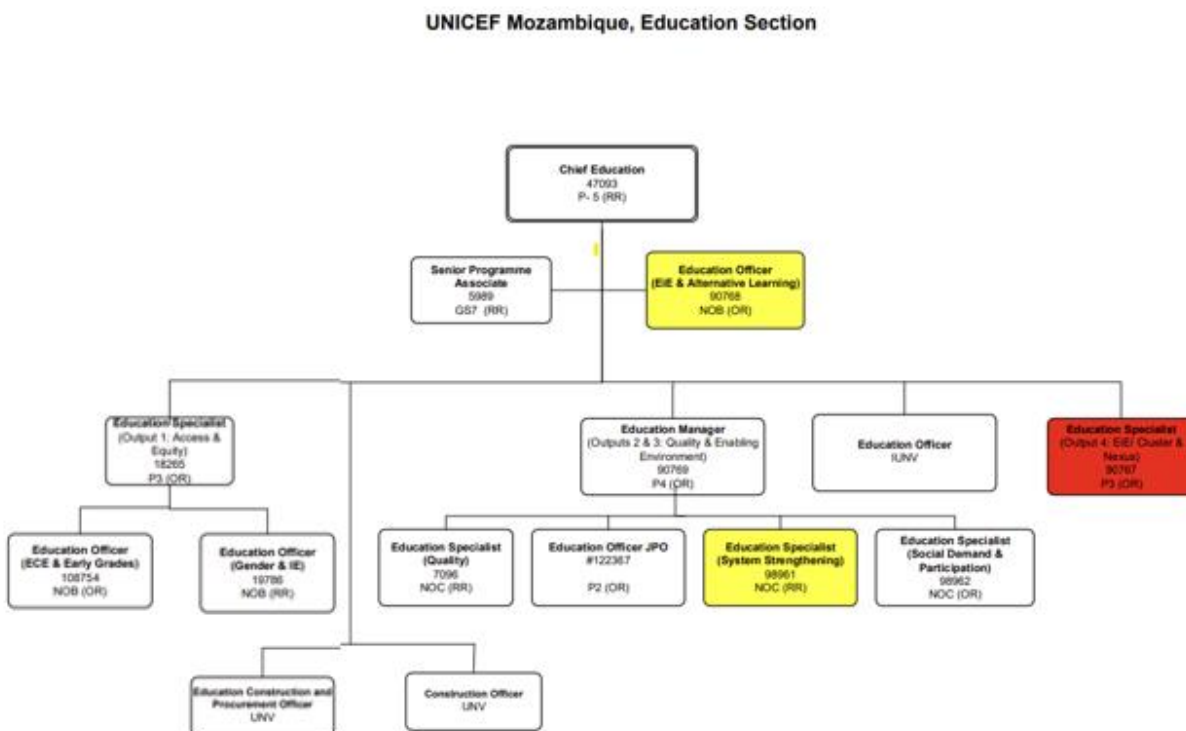
#### **Supervisor Experience**

- ✓ The current supervisor of the post, the Education Manager (P-4), has been working with UNICEF over ten years with fast experience across humanitarian and development programming in duty stations in Africa and Asia.
- ✓ The supervisor has past experience in supervising and managing staff, including interns and volunteers, as well as consultants. Currently the supervisor is managing and mentoring two NOC, one NOB, one JPO and one consultant
- ✓ Additionally, support will be available from other education colleagues in the country office, including the chief of education with a lot of experience in supporting young staff

<b>Information and living condition of Duty station: [For Field Office locations only]</b>	
General Information	Duty Station Maputo: Maputo has a tropical climate with hot and humid conditions. The hottest and wettest months are from December to February, with temperatures ranging from 22°C to 30°C. The rainy season lasts from October to April, while winters (June to August) are mild with temperatures between 13°C and 24°C
Security	Security risk is generally rated low in Maputo, with moderate crime rates. Current post-election unrest makes the current situation unpredictable.
Housing	Housing options vary, with apartments and houses available for rent. Prices range from around \$600 to \$1,000 per month – also opportunities for house sharing
Schools & Childcare	International schools available, including early childhood/day care centres for portuguese, French and English speakers,
Work for spouses & partners	There are various job opportunities for spouses in Mozambique, especially within the UN and other international organizations. Beyond that it is difficult to get a work permit

#### **Reporting line of the JPO**

The JPO will report to the P4 Education Manager



## UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

### I. Post Information

Job Title: [Education Officer](#)  
 Supervisor Title/ Level: [Education Manager, P4](#)  
 Organizational Unit: [Programme \(Education\)](#)  
 Post Location: [Maputo, Mozambique \(country office\)](#)

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:** [Office Context and JPOs Contribution to the Organization]

*The Education Section at UNICEF Mozambique is seeking donor support for the funding of a JPO position for the current CPD period covering 2022-2026 that is providing critical support for 1) access and retention; 2) quality; 3) system strengthening; and 4) Emergency. In the 1<sup>st</sup> 3 years of the current CPD, the following 3 areas have become more crucial to achieve SDG 4 in the context of Mozambique:*

- Provision of quality pre-primary and primary education especially literacy and numeracy at early grades given the tragically low level of learning competency (only 4.9% of G3 students acquire G3 level competency);*
- Alternative learning pathways including digital literacy and e-learning given a large number of OOSC and dropouts (estimated at more than 2 million school-aged children – the more accurate number will be expected to be available in Q1 2025 through the ongoing OOSC study) due to the economic status and emergencies including natural disasters and conflict in the Northern region;*
- Better school management through the empowerment of the decentralized level (communities, schools, students) in the area of gender, violence against children and inclusive education which will contribute to better access and retention*

*Looking ahead to the upcoming new CPD covering 2027-2031, the education section will strengthen the above areas further as well as explore our support to lower secondary education.*

### **Purpose for the job:**

*The JPO will support the Education Section's ability to ensure the technical excellence and quality of programmatic work in the current CPD, focusing on some of the above areas.*

*In addition, the JPO will function as the M&E focal point of the few donor-funded projects (ex. EU, Japanese committee for UNICEF) and the section's M&E focal point to supervise a few specific grants as well as all section-wide M&E areas and issues to ensure the effective and timely implementation of all activities under the education section and ensure all reporting duties be completed in time with quality.*

Under the direct supervisor of the Education Manager (P4), the JPO will be responsible for the following key functions/accountabilities:

- Provision of quality pre-primary and primary education especially literacy and numeracy at early grades given the tragically low level of learning competency (only 4.9% of G3 students acquire G3 level competency);*
- Alternative learning pathways (ALP) including digital literacy and e-learning given a large number of OOSC and dropouts (estimated at more than 2 million school-aged children – the more accurate number will be expected to be available in Q1 2025 through the ongoing OOSC study) due to the economic status and emergencies including natural disasters and conflict in the Northern region;*

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

### **1. Support to implement activities related to the quality of education (ex. Teacher training – pre-service and in-service) for pre-school and primary school**

- Support the Ministry of Education and Human Development (MINEDH) in implementing the quality of education*
- Function as the section's FP for teacher training, developing info/data to share with colleagues and conducting internal/external advocacy*
- Represent UNICEF for the sector's teacher training WG*

### **2. Support to expand alternative learning pathways (ALP) including digital literacy and e-learning**

<ul style="list-style-type: none"> <li>• Support the Mozambique Country Office (MCO) to expand the ongoing ALP as part of the emergency response and development programming;</li> <li>• Support MINEDH to manage and coordinate all programme implementation activities related to ALP;</li> <li>• Oversee all knowledge management, monitoring and reporting activities related to ALP; and,</li> <li>• Provide technical guidance to MCO on strategies and issues related to Learning Passport and other education and technology initiatives.</li> </ul>
<p><b>3. Function as M&amp;E focal point for the section</b></p> <ul style="list-style-type: none"> <li>• Support the section on the annual, quarterly and mid-year overall programme implementation planning, monitoring and reporting of the Education section in UNICEF;</li> <li>• Support team lead on the collection, analysis and interpretation of data on pre-primary and primary education in the provinces and at national level;</li> <li>• Function as section's focal point on visibility issues through various means (ex. websites and social media, the documentation of best practices and lessons learned, dissemination to relevant partners and stakeholders) in close collaboration with UNICEF communication Section to enhance visibility of UNICEF education programme and funding donors;</li> <li>• Function as section's focal point on Research, Evaluation and Study (RES) in close collaboration with UNICEF Social Policy Section;</li> <li>• Provide technical support to specific trainings and workshops as required;</li> <li>• Support the team lead and the section on any relevant activities as required</li> </ul>
<p><b>4. Technical and operational support to programme implementation</b></p> <ul style="list-style-type: none"> <li>• Provide support to any education activities as agreed with JPO's supervisor</li> <li>• Undertake field visits and surveys and share information with stakeholders to assess progress and refer to relevant officials for resolution. Report on critical issues, bottlenecks and potential problems for timely action to achieve results.</li> <li>• Provide technical and operational support to government counterparts, NGO partners, UN system partners and other country office partners/donors on the application and understanding of UNICEF policies, strategies, processes and best practices on education related issues to support programme implementation, operations and delivery of results</li> </ul>

## IV. Impact of Results

The efficiency and efficacy of support provided by the JPO to programme preparation, planning and implementation, contributes to the achievement of sustainable results to improve learning outcomes and universal access to quality, equitable and inclusive education. Success in education programmes and projects in turn contribute to maintaining and enhancing the credibility and ability of UNICEF to provide programme services for mothers and children that promotes greater social equality in the country.

The current supervisor has abundant experiences to manage supervisees. Under his supervision, 2 UNVs got different posts within and outside UNICEF and one NOC got P3 post in another UN agency after the completion of their assignment. The supervisor also got 4.56 out of 5 scores through 360-degree evaluation from his supervisor, supervisees and colleagues. All these indicate that the current supervisor has enough management experience.

We expect JPO to gain enough experience from the above task which is broader since JPO is exposed to section management but also technical since JPO is involved in specific technical area. The current JPO got an extension from his government thanks to his performance. Meanwhile, the staff member is rigorously doing job hunting. As of the time of the submission of this proposal, SM was invited for 3 written tests and 3 interviews for P3 post and 1 written test for P2 post which we trust is a proof of how the current JPO is valued by the recruiting offices.

## V. Competencies and level of proficiency required

<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 (1)</li> <li>• Works Collaboratively with others (1)</li> <li>• Builds and Maintains Partnerships (1)</li> <li>• Innovates and Embraces Change (1)</li> <li>• Thinks and Acts Strategically (1)</li> <li>• Drives to achieve impactful results (1)</li> <li>• Manages ambiguity and complexity (1)</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>
--	--

## VI. Recruitment Qualifications

Education:	A university degree in one of the following fields is required: Social science, Education, ICT, psychology, sociology, public relations, or another relevant technical field.
Experience:	<p>A minimum of two years of professional experience in one or more of the following areas is required: Inclusive education, e-learning, programme management, and monitoring.</p> <p>Relevant experience in a UN system agency or organization is considered an asset.</p>
Language Requirements:	Fluency in English is required. Knowledge of a Latin language, especially Portuguese, is considered an asset. Knowledge of another official UN language or the local language of the duty station is considered an asset.