



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:

- ✓ Learning both upstream and downstream programming in the upper middle income country
- ✓ Have the opportunities to draft project proposals, write reports, write and communicate policy briefs.
- ✓ monitoring and evaluation of programmes.
- ✓ Join the office learning session organized by human resource in the office.
- ✓ Guided and mentored by the experienced supervisor, to learn the key elements for career development.

Career prospects and potential for retention:

- ✓ South Africa has triple burden of malnutrition. The potential candidate can learn UNICEF's role in upper middle-income countries especially on how to support the system strengthening in order to improve maternal and child nutrition situation.
- ✓ The office is in the process of development of new country programme which will start at 2026. We will know the potential for retention after the finalization of next country programme.

Supervisor's experience in coaching and development of young professionals:

- ✓ Nutrition Manager has experience of managing staff and JPO. The Nutrition Manager also frequently services as office in charge for the section Chief.

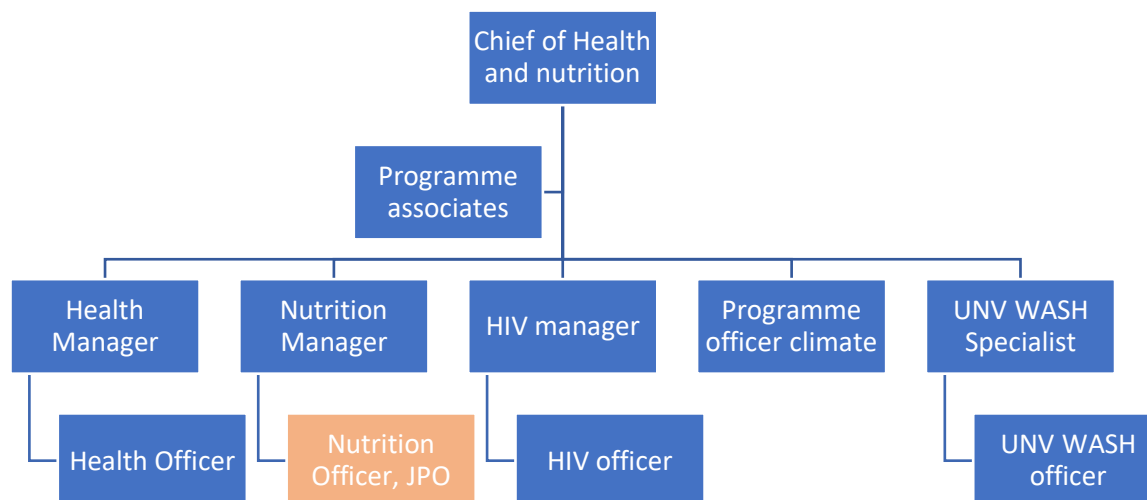
Information and living condition of Duty station: [For Filed Office locations only]

General Information	South Africa is classified as an upper-middle-income country with one of the most diversified and financially integrated economies in Africa. In 2022, South Africa had a gross domestic product (GDP) of USD 405.9 billion and a gross national income (GNI) of USD 397.4 billion.
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	<p>With good infrastructure, South Africa is the second most-favored investment destination on the African continent.</p> <p>Despite the being classified as an upper middle-income country, inequality in South Africa has long been recognized as one of the most salient features of society, as the country has consistently ranked as one of the most unequal countries in the world. Income inequality has been extremely high in South Africa and has remained so since 1993. From 1993 to most recent Living Conditions Survey in 2014/15, the Gini coefficient of household per capita income has been well above 0.6; in 2014, the Gini Index was 63 (up from 57.8 in 2000). This places South Africa in the 'top five' most unequal countries on a global scale.</p> <p>South Africa has a large and growing youth population. Of its 62 million people, 20.8 million are children under the age of 18 years, and 5.8 million are children under the age of 5 years. Adolescents aged 10–19 years make up 16.7 per cent of the total population, and those aged 14–35 years, defined as youth in South Africa, account for 36 per cent of the total population. Unlike the rest of the continent, the window of opportunity for South Africa to maximize gains from a young population is predicted to close by 2029, creating an urgency to focus investments on children and adolescents.</p>
Security	<p>The Security Risk Management (SRM) level for South Africa is Medium. Violent street crime with firearms is the prime concern affecting all UN staff in South Africa. Armed robberies are randomly executed where opportunistic criminals can identify an opportunity. Security procedures and measures are in place including residential security measures to support UN staff to ensure their safety and the safety of their families.</p>
Housing	<p>There is a booming property market in South Africa. One normally has an option to buy or rent flats, houses or townhouses. Furnished or unfurnished accommodation is available, all fitted with the basic amenities. Rent may range between R 8,000-R 45,000 per month depending on the location, type of the property, security and whether it is furnished or unfurnished. It is always possible to negotiate the rent or price of the property.</p> <p>The process of finding a house or apartment to suit your needs will take time as you have to view the different properties. You may therefore consider allowing at least one month before bringing family members.</p> <p>Security is a major concern in South Africa, and it is important to bear this in mind when looking for accommodation. A percentage of the costs for the installation of security measures are reimbursable for UN employees by their employing agency. It is mandatory too, before entering into any lease agreement or purchasing a home, to have a residential security survey conducted by the UNDSS.</p>
Schools & Childcare	<p>South Africa has both public and private schools at the pre-primary, primary, secondary and tertiary (higher education) levels. Public schools are assisted by the state and have to adhere to government regulations. Since public schools are relatively inexpensive and government funding is limited, some schools do not have extra facilities and activities, and the student-teacher ratio is higher than in private schools.</p> <p>However, there are good state schools, especially in the Pretoria area and it is advisable to visit and speak to others for opinions about them. Private schools are more expensive. This justification behind this is the smaller classes, extra tuition and a range of extra-mural activities. There are also special schools offered in Pretoria for children who require special education.</p> <p>For most schools, the academic year begins around mid-January and ends around early December. The academic year may differ slightly in the case of private schools. School</p>

	hours are usually between 7:30 and 14:00.
Work for spouses & partners	Work opportunities for spouses/partners are limited. If hired by any organization a work permit must be applied for through the same hiring organization.

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: Nutrition Officer, JPO
Supervisor Title/ Level: Nutrition Manager
Organizational Unit: Health and Nutrition Section
Post Location: Pretoria

Job Level: P2
Job Profile No.:
Job Classification Level:

II. Strategic Office Context and purpose for the job

Strategic office context:

The UNICEF South Africa country programme envisages that, by 2025, girls and boys in South Africa, especially the most vulnerable, increasingly benefit from multi-sectoral quality services by the State and the civil society and adopt essential positive behaviors for realizing their potential in school, work and life, which ultimately leads to a reduction in major deprivations of children in an equitable manner. The focus of the programme is on (1) child health and well-being; (2) early childhood, primary and secondary age education; (3) adolescent development and participation; (4) child protection; and (5) social policy and child rights.

Over the past two decades, South Africa has adopted a broad array of food and nutrition policies to improve the food and nutrition security of children. However, most indicators show disappointing results. While self-reported hunger of children has declined, stunting (an indicator of chronic undernutrition) remains exceptionally high for an upper middle-income country. This has been accompanied by an increase in child and adolescent overweight and obesity, which is driving a growing burden of diet-related non-communicable diseases (NCDs). Thousands of children die from treatable and preventable conditions. Since 1995, South Africa has made substantial progress in transforming its health sector, making primary healthcare services available to millions who were previously denied access. Yet access to healthcare remains a challenge, with vital healthcare interventions not reaching the areas and people that need them.

Child malnutrition is a serious concern. South Africa's HIV burden and vulnerability is complicated by high levels of malnutrition and obesity. The country experiences the triple burden of malnutrition with 27% of children under 5 years classified as stunted and 2% of this group affected by wasting. Meanwhile micronutrient deficiencies such as anaemia affects 31% of females (aged 15 to 49 years). More than a third of children under five are suffering from under-nutrition or are overweight. Food scarcity, feeding infrequency and a lack of dietary diversity are serious impediments to healthy levels of child nutrition.

Health and Nutrition section within the country office is responsible for the focus area on child health and well-being. the nutrition programme resides within this section which the fellow will be working on, under the guidance of the Chief of Health and Nutrition and the Nutrition Manager

Please provide an overview of the office context in which this position works, briefly summarizing

Purpose for the job:

Under direct supervisor of the Nutrition Manager supported by Section Chief, the JPO will be responsible for the following key functions/accountabilities:

1. Support to programme development and planning
2. Programme management, monitoring and delivery of results
3. Technical and operational support to programme implementation
4. Networking and partnership building

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

1. Support to programme development and planning

- Conduct and update the situation analysis for the development, design and management of nutrition programme. Research and report on development trends (e.g. political social, economic, health) for higher management use to enhance programme management, efficiency and delivery of results.
- Contribute to the development and establishment of nutrition programme goals, objectives, strategies, and results-based planning through analysis of health and nutrition needs and areas for intervention and submission of recommendations for priority and goal setting.
- Provide technical and operational support throughout all stages of programming processes by executing and administering a variety of technical programme transactions, preparing materials and documentations, and complying with organizational processes and management systems, to support programme planning, results-based planning (RBM), and monitoring and evaluation of results.
- Prepare required documentations and materials to facilitate the programme review and approval process.

2. Support to Programme management, monitoring and delivery of results

- Work closely and collaboratively with colleagues and partners to discuss operational and implementation issues, provide solutions, recommendations, and/or to alert appropriate officials and stakeholders for higher-level intervention and decisions. Keep record of reports and assessments for easy reference and to capture and institutionalize lessons learned.
- Participate in monitoring and evaluation exercises, nutrition programme reviews and annual sectoral reviews with government and other counterparts to assess programmes and to report on required action/interventions at the higher level of programme management.
- Monitor and report on the use of nutrition programme resources (financial, administrative and other assets), and verify compliance with approved allocation and goals, organizational rules, regulations, procedures, as well as donor commitments, standards of accountability, and integrity. Report on issues identified to ensure timely resolution by management and stakeholders. Follow up on unresolved issues to ensure resolution.
- Prepare programme/project reports for management, donors and partners to keep them informed of programme progress.

3. Technical and operational support to programme implementation

- Support regular nutrition programme field visits and surveys and share information with partners and stakeholders to assess progress and provide technical support and/or refer to relevant officials for resolution. Report on critical issues, bottlenecks and potential problems for timely action to achieve results.
- Support the implementation roll out including capacity building and monitoring of the different components of the evidence based planning/ Bottleneck analysis project on child wasting and maternal nutrition, the sub district and district monitoring and response systems working closely with the national working group, provincial and district teams and the existing partners working in Maternal, newborn, Child and women health and Nutrition programs.
- Support the implementation of youth advocacy initiatives on the transformation of the food systems to work for children.

4. Networking and partnership building

- Participate in building and sustain effective close working partnerships with various counterparts within the health, social protection, education, WASH and food systems through active sharing of information and knowledge to enhance programme implementation.
- Participate in nutrition sector discussions and planning on child nutrition-related issues to collaborate with inter-agency partners/colleagues.

- Draft communication and information materials for CO programme advocacy to promote awareness, establish partnerships/alliances, and support fund raising for health programmes.
- Contribute on research information on potential donors and assist with preparation of resource mobilization materials and briefs for fund raising and partnership development purposes.

IV. Impact of Results

The efficiency and efficacy of support provided by the Nutrition Officer to the preparation, planning and implementation of nutrition programmes/projects contributes to and accelerates the national development efforts to improve the nutritional status of mothers, infants and children in the country and this in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to continue to provide programme services to mothers and children that promotes greater social equity in the country.

V. Competencies and level of proficiency required

Core Values attributes

- Care
- Respect
- Integrity
- Trust
- Accountability

Core competencies skills

- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)
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Functional Competencies

- Persuading and influencing (1)
- Applying technical expertise (1)
- Learning and researching (2)
- Planning and organizing (2)

VI. Recruitment Qualifications

Education:	A university degree in one of the following fields is required: nutrition, public health nutrition, global/international health, or another relevant technical field
Experience:	<i>A minimum of two years of professional experience in one or more of the following areas is required: nutrition programme planning, implementation and monitoring. Relevant experience in a UN system agency or organization is considered as an asset.</i>

	<i>Relevant experience in developing countries is considered as an asset.</i>
Language Requirements:	<i>Fluency in English is required. Knowledge of another official UN language or local language of the duty station is considered as an asset.</i>