



**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.
- ✓ Work with highly qualified academic institutions in South Africa

Career prospects and potential for retention:

- ✓ South Africa has a two-tiered, and highly unequal, healthcare system. The public sector is state-funded and caters to the majority – 71% – of the population. The private sector is largely funded through individual contributions to medical aid schemes or health insurance, and serves around 27% of the population. The public sector is underfunded while most South Africans can't afford the exorbitant cost of private care. To balance the scales, the government tabled the National Health Insurance Scheme. The proposal was to provide universal healthcare by buying services from health professionals through a National Health Insurance Fund. These services would then be

delivered at private and public facilities. The potential candidate will join the team to support the Government to improve universal health care. The experience gained from South Africa will be very useful to other setting.

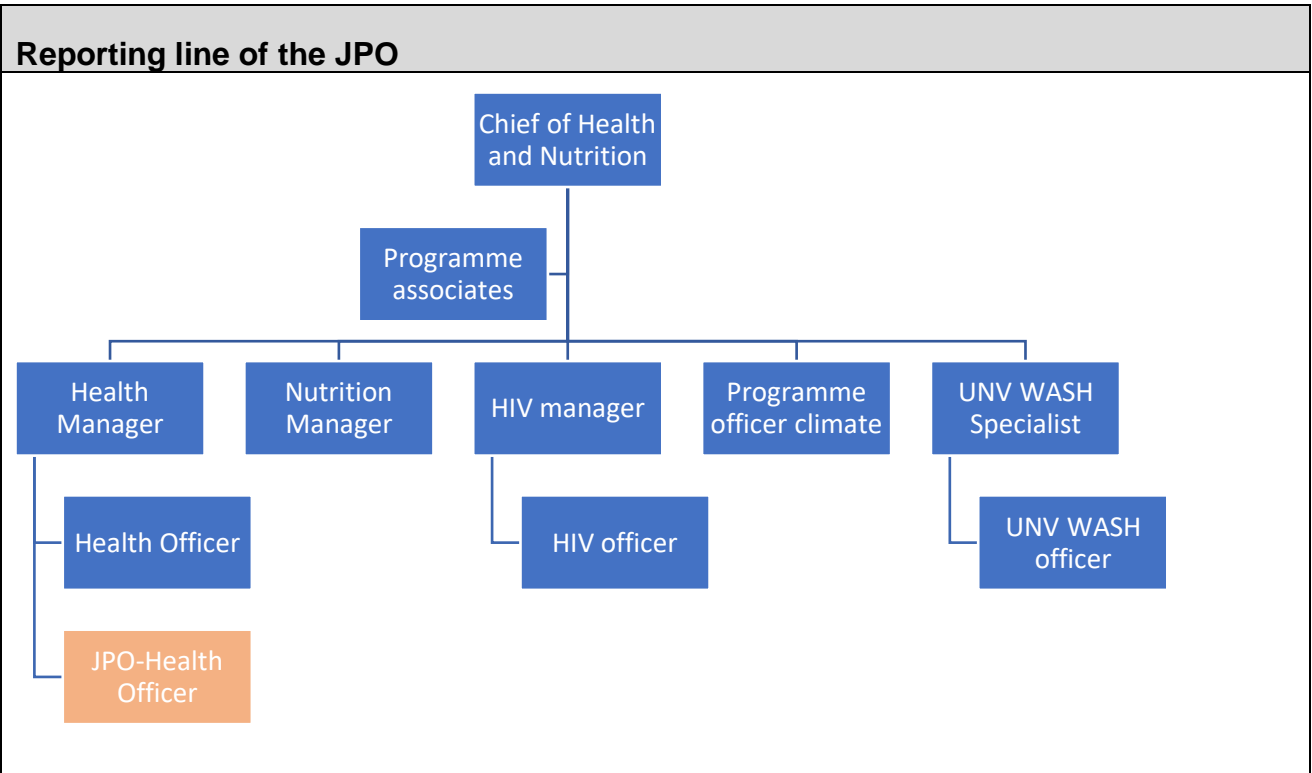
- ✓ The office is in the process of development of new country programme which will start at 2026. We will know the potential for retention after the finalization of next country programme.

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

- ✓ Health Manager's position is frozen because the office is in the process of development of new country programme. Therefore, the JPO will be supervised by the Chief of Health and Nutrition who has rich experience in coaching junior professionals.

Information and living condition of Duty station: [For Filed Office locations only]	
General Information	<p>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. 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</p>

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



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: JPO Health Officer
Supervisor Title/ Level: Health 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 developed and implemented a broad array of health policies to improve maternal and child health. However, most maternal and child health indicators show disappointing results. Both maternal and child mortality are much higher than other upper middle income countries. Stillbirth is top 20 countries globally. The maternal mortality ratio hasn't changed for recent years. Newborn mortality rate has staggered for two decades. Last year, the under 5 mortality rate increased and reached to 40 per 1000 live birth. Number of Zero dose children (children did not receive routine vaccination) has doubled from 2021 to 2023. 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.

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

Purpose for the job:

The Health Officer reports **to the Health Manager** for supervision. The Health Officer provides professional technical, operational and administrative assistance throughout the programming process for the Health Programme within the Country Programme, from development planning to delivery of results, by preparing, executing, managing, and implementing a variety of technical and administrative programme tasks to facilitate programme development, implementation, programme progress monitoring, and evaluating and reporting of results including emergency preparedness and response.

The health officer have following functions:

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
5. Innovation, knowledge management and capacity building

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

1. Support to programme development and planning including emergency programme

- Conduct and update the situation analysis for the development, design and management of health-related programmes. 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 sectoral programme goals, objectives, strategies, and results-based planning through analysis of health 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. Programme management, monitoring and delivery of results including emergency programme

- 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, 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 sectoral 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 regular and mandated sectoral programme/project reports for management, donors and partners to keep them informed of programme progress.

3. Technical and operational support to programme implementation including emergency programme

- Conduct regular 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.
- 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 health-related issues to support programme implementation, operations and delivery of results.

4. Networking and partnership building including emergency programme

- Build and sustain effective close working partnerships with health sector government counterparts and national stakeholders through active sharing of information and knowledge to enhance programme implementation and build capacity of stakeholders to deliver concrete and sustainable results.

- Draft communication and information materials for CO programme advocacy to promote awareness, establish partnerships/alliances, and support fund raising for health programmes.
- Participate in appropriate inter-agency (UNCT) on health programmes to collaborate with inter-agency partners/colleagues on UNDAF operational planning and preparation of health programmes/projects, and to integrate and harmonize UNICEF's position and strategies with the UNDAF development and planning process.
- Research information on potential donors and prepare resource mobilization materials and briefs for fund raising and partnership development purposes.

5. Innovation, knowledge management and capacity building including emergency programme

- Identify, capture, synthesize, and share lessons learned for knowledge development and to build the capacity of stakeholders.
- Apply innovative approaches and promote good practices to support the implementation and delivery of concrete and sustainable programme results.
- Assist with oversight of research and ensure results are available for use in knowledge products.
- Participate as a resource person in capacity building initiatives to enhance the competencies of clients and stakeholders.

IV. Impact of Results

The efficiency and efficacy of support provided by the Health Officer to programme preparation, planning and implementation facilitates the delivery of concrete and sustainable results that directly impact the improvement of the health of the most marginalized and vulnerable women and children in the country. This in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to continue to provide programme services to protect the rights of children, and to promote greater social equality to enable them to survive, develop and reach their full potential in society.

V. Competencies and level of proficiency required

Core Values attributes

- Care
- Respect
- Integrity
- Trust
- Accountability

Core Competencies

- 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)

Functional Competencies

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

VI. Recruitment Qualifications

Education:	A university degree in one of the following fields is required: public health, pediatric health, family health, health research, global/international health, health policy and/or management, environmental health sciences, biostatistics, socio-medical, health education, epidemiology, or another relevant technical field.
Experience:	A minimum of two years of professional experience in one or more of the following areas is required: public health planning and management, maternal and neonatal health care, or health emergency/humanitarian preparedness. Experience working in a developing country is considered as an asset. Relevant experience in a UN system agency or organization is considered as an asset.
Language Requirements:	Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language is an asset.