



## UNITED NATIONS CHILDREN'S FUND JPO Request Form



[Climate Resilience WASH Psdlamini in Health Facilities in Eswatini]

### 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:

- ✓ Career prospects and potential for retention: recommendation from the regional office and career outlook for this position.
- ✓ JPOs will also report to and be guided by senior leaders at UNICEF Eswatini with considerable international and technical experience and committed to the career advancement and coaching of JPOs at UNICEF
- ✓ Orientation for newly arrived staff
- ✓ Participation in face to face and virtual technical skills-building via UNICEF's Agora platform
- ✓ Participation in UNICEF Learning Collaborative on WASH

### Career outlook

- possible creation of a TA WASH P2 in CO as priority in next CP.
- Various positions for WASH officers/specialist in the COs in the region are coming up.

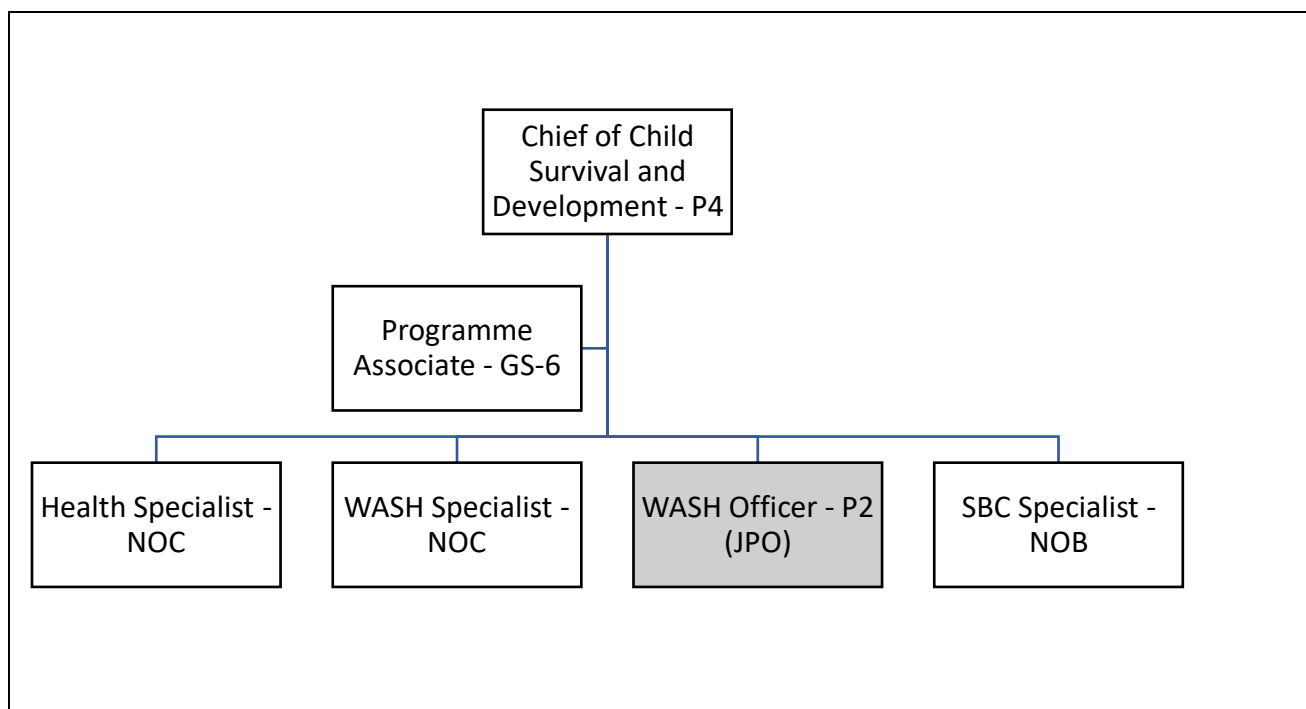
### Supervisor's experience in coaching and development of young professionals

The position reports to the Chief Child Survival and Development (P4), who is also a member of the extended Senior Management Team and contributes to shaping the overall vision and management direction of UNICEF Eswatini. The supervisor has more than 15 years of management experience and for mentoring and coaching supervisees. At least two of her supervisees moved onto other roles internationally and/or have received promotions (one from P3 to P4 level). The supervisor places particular importance on building team and individual motivation to encourage high performance and a good team spirit, including through dedicated investment into personal and professional development and guidance on career paths.

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

General Information	Mbabane is the capital city of Eswatini where the cabinet offices, head offices for various government ministries, headquarters for parastatal companies including most private sector companies, NGOs and International Organizations such as the UN offices are situated. It is a moderately busy city during the day and characterized by very quiet nights. Mbabane has many shopping centres and several malls within the city centre as well as Health facilities.
Security	The Security Level in Mbabane is classified as minimal (Level 1) as per the UN security management system in Eswatini. Currently, the situation is calm although tensions remain high as portrayed in several social media platforms.
Housing	Different types of accommodation are available in Mbabane: guesthouses, standalone houses, houses in gated compounds and apartments. These could be furnished and/or fully serviced, or unfurnished.
Schools & Childcare	Most of international staff's children attend international schools with an academic system that is widely recognized abroad. International schools often include a kindergarten and pre-school classes (sometimes even a nursery) for younger kids. If your country has an Embassy / High Commission in Eswatini, it will be advisable to ask them which schools your compatriots prefer for their kids.
Work for spouses & partners	Employment opportunities for spouses/partners are limited. However, if hired by any organization a work permit must be applied for through the same hiring organization.

**Reporting line of the JPO**



## UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

### I. Post Information

Job Title: JPO (WASH Officer)  
 Supervisor Title/ Level: Chief Child Survival and Development (CSD)/P4  
 Organizational Unit: Psdlamini (MCAH)  
 Post Location: Mbabane, Eswatini

Job Level: Level 2  
 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:** [\[Office Context and JPOs Contribution to the Organization\]](#)

Please write a short pitch on why the governments should sponsor a JPO in your office. Consider including background information, history and programme outline for the country. Give a short background of the programme/projects the JPO will be working on; the impact and contribution of the JPO. .

The Maternal Child Adolescent Health (MCAH) Section at UNICEF Eswatini is seeking donor support for the funding of a JPO position for 2025-2026 that will provide critical support for the accelerated implementation of the current Climate Resilient WASH-related output's results in the current country programme. The JPO will support the MCAH Section's ability to ensure the technical excellence and quality of programmatic work on Climate resilient WASH globally for UNICEF with respect to one or more of the targeted WASH priorities— hygiene and hand washing; rural WASH; WASH in school and health facilities including as part of public health outbreaks response, while also supporting the knowledge interchange on best practices in WASH programming across UNICEF and inter-agency collaboration on planning for the implementation of the WASH goal, targets and indicators in the Sustainable Development Goals (SDG) framework (SDG 6 "Ensure availability and sustainable management of water and sanitation for all"). Overall, the funding of this position will provide much-needed support for the organization's strengthened commitment to the promotion of a system- strengthening approach to ensure women and children access adequate water, sanitation and hygiene services, and adopt appropriate practices including in emergency and public health outbreaks.

**Purpose for the job:**

Please outline the overall responsibility of this position, focusing on:

- 1.)What purpose it serves
- 2.)What is it accountable for

Under direct supervisor of the X the JPO will be responsible for the following key functions/accountabilities:  
[max 3 to 4 key functions]

Under direct supervision of the Chief of Child Survival and Development – CSD (*P4*) the JPO will be responsible for the following key functions/accountabilities:

- provide relevant technical and operational support to strengthen implementation, monitoring and documentation of the WASH-related output results in the country programme;
- contribute to the development of a "WASH model in rural areas";
- support the Chief of CSD to ensure evidence-based implementation and use of quality disaggregated data on WASH with a focus on the most vulnerable population living in the peri-urban areas in Eswatini with respect to the following priorities – climate change resilience, hygiene and hand washing; rural WASH; use of technology and innovation; WASH on schools and in health facilities;
- support the strengthening of WASH preparedness and response interventions during emergency.

The JPO will work in close collaboration with key line Ministries, NGOs, and will support inter-agency existing collaborations and contribution to UNSDCF. Overall, the funding for this position will provide strategic support to strengthen UNICEF leadership mandate and commitment on innovative WASH towards strengthening climate change resilience of vulnerable communities in Eswatini.

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

#### **Summary of key functions/accountabilities:**

- **Programme development and planning**
- **Programme management, monitoring and delivery of results**
- **Technical and operational support for programme implementation**
- **Humanitarian WASH preparedness and response**
- **Networking and partnership building**
- **Innovation, knowledge management and capacity building**

#### **1. Programme development and planning**

- Support the analysis of WASH situation in the country to inform the development of WASH-related outcome and output results, as well as analysis of trends in WASH, for use in programme development, management, monitoring, and evaluation.
- Prepare technical reports and inputs for programme preparation and documentation, ensuring accuracy, timeliness and relevance of information.
- Contribute to the development/establishment of WASH-related outcome and output results, as well as related strategies, through analysis of WASH sector needs and priorities.
- Provide technical and administrative support throughout all stages of programming processes, as required, to support progress towards the WASH-related outcome and/or output results in the country programme.

#### **2. Programme management, monitoring and delivery of results**

- Work collaboratively with colleagues and partners to collect/analyze/share information on implementation issues, provide solutions on routine programme implementation and alert appropriate officials and stakeholders for higher-level interventions and/or decisions. Keep records of reports and assessments for easy reference and/or to capture and institutionalize lessons learned.
- Participate in monitoring and evaluation exercises, programme reviews and annual sectoral reviews with government and other counterparts and prepare reports on results for 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), verify compliance with approved allocations, organizational rules, regulations/procedures and donor commitments, standards of accountability and integrity. Report on issues identified to enable timely resolution by management/stakeholders.

#### **3. Technical and operational support for programme implementation**

- Support the identification of areas for UNICEF's support for institutional and systems' strengthening to Government for improved sustainable access to resilient WASH service.
- Contribute to the implementation of activities on systems' strengthening towards climate resilient WASH services, including development of technical notes and other documentation related to UNICEF's activities for institutional support and climate resilience.
- Support the integration of climate resilience/mitigation and adaptation into UNICEF WASH field implementation activities, including contribution towards field monitoring, donor and partnership reports related to WASH institutional support and climate.
- Support the monitoring of activities and outputs for institutional support and systems' strengthening, including field visits and surveys, collect and share reports with partners/stakeholders. Report critical issues, bottlenecks and potential problems to supervisor, for timely action.
- 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 in WASH, to support programme implementation.

#### **4. Humanitarian WASH preparedness and response**

- Support the planning, implementation and monitoring of UNICEF preparedness and response interventions for WASH in Humanitarian / Emergency response as needed, including support for management of supplies, services, long-term agreements and partnership agreements to ensure UNICEF is prepared to deliver on its commitments for WASH in case of an emergency.
- Take up support roles in an emergency response and early recovery, as and when the need arises.

#### **5. Networking and partnership building**

- Build and sustain close working partnerships with government counterparts and national stakeholders through active sharing of information and knowledge to facilitate programme implementation and build capacity of stakeholders to achieve WASH output results.
- Draft communication and information materials using professional communication tools for WASH programme advocacy to promote awareness, establish partnership/alliances and support fund-raising for WASH and contribute to briefs, concept notes and proposals to be used by partnerships, communication and fund-raising departments.

#### **6. Innovation, knowledge management and capacity building**

- Assist in the development, implementation, monitoring and documentation of WASH action research and innovation (technical or systems).
- Support the development of advocacy and communication materials and activities related to institutional capacities for WASH, Climate Change and Environment, as part of the support to overall WASH sector development.
- Assist in creating and delivering learning opportunities for UNICEF WASH staff, to ensure our sector capacity remains up-to-date with latest developments.
- Support the identification to evidence and information gaps with a focus on climate resilience, adaptation to climate change.
- Support the design and rollout of advocacy and communication initiatives, activities and materials related to reinforcement of institutional capacities for WASH, Climate Change and Environment, including advocacy to Government, donors and other relevant stakeholders to support the development of national capacities for improved prioritization of Climate and resilient WASH interventions, in line with UNICEF Jordan WASH and climate advocacy priorities.

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

The efficiency and efficacy of the support provided by the JPO/WASH Officer to the WASH programme preparation, planning and implementation, contributes to accelerate of sustainable results to reach increased access to clean water sanitation and hygiene, and address environmental degradation and climate change, for a safe and sustainable environment as envisioned by children and young people including in emergency in Eswatini that in turn contribute to achieve UNICEF's commitment toward "Water security for all".

### **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>
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<b>VI. Recruitment Qualifications</b>	
Education:	<p>A university degree in one of the following fields is required:</p> <ul style="list-style-type: none"> <li>• Civil / Sanitary Engineering,</li> <li>• Hydrology,</li> <li>• Climate Change, or other relevant technical field</li> </ul> <p>Additional relevant post-graduate courses that complement/supplement the main degree are a strong asset.</p>
Experience:	<p>A minimum of 2 years' experience in WASH, climate resilience and adaptation / mitigation / DRR/ programme management or other related areas is required.</p> <p>Experience working in a low- or middle-income country, including experience in support to Government institutions is desired.</p> <p>Experience in project implementation, monitoring and reporting is desired.</p> <p>Relevant experience in a UN system agency or organization is considered as an asset.</p> <p>Background/familiarity with WASH and Climate related development frameworks is highly desired.</p> <p>Experiences in conceptualizing, developing, planning and managing programmes is 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>

