



**UNITED NATIONS CHILDREN'S FUND
JPO Request Form**



Training and Learning Plan

- ✓ Participation in a one-week JPO Induction Programme.
- ✓ 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:

- ✓ PF4C training offered by UNICEF East and Southern Africa Regional Office (ESARO).
- ✓ Free online courses on public financial management offered by UNICEF or its partners.

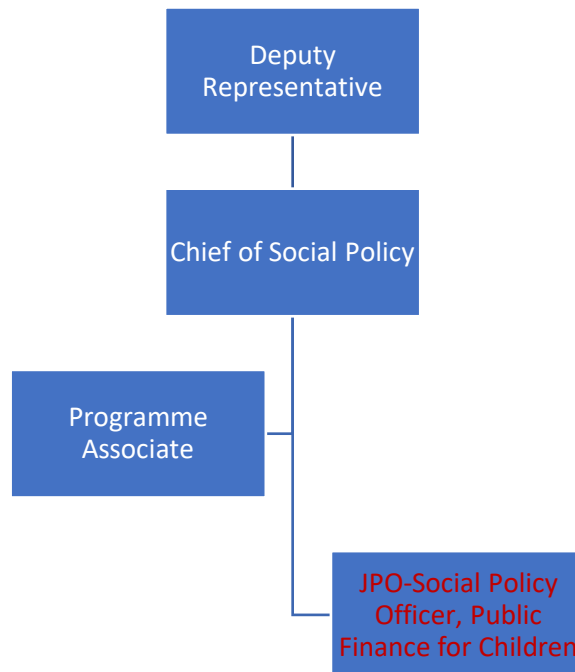
Information and living condition of Duty station:

General Information	The JPO will be based in Maseru, Lesotho. Lesotho, officially the Kingdom of Lesotho, is a landlocked country and entirely surrounded by the Republic of South Africa. It is 30,355 km ² (11,583 sq mi) in size with a population of approximately of just over 2 million. Lesotho is a member of the Commonwealth of Nations. The most recent poverty statistics (2023) reveal that 50% of the population live below the national poverty line, whilst 81% of the population live below the international poverty line of US\$5.50 a day. There are two (2) official languages in Lesotho (Sesotho and
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	<p>English).</p> <p>Lesotho's macro-economic outlook has shown modest improvement, with growth projected at 2.7% in 2024, driven by strong construction activity. Despite these positive trends, the government-driven economic model faces challenges in meeting growth and development goals. Fiscal prudence has resulted in a surplus, bolstering reserves and supporting fiscal sustainability. Politically, the focus remains on structural reforms to create jobs, reduce poverty, and transition to private-sector-led growth. The recent increase in water royalties from South Africa presents a new revenue opportunity, which, if managed wisely, could further enhance economic stability and growth.</p>
Security	<p>The security situation is stable, and the Law Enforcement Agencies have re-assured their support to the UN Lesotho and the international community. Petty street crimes and break-ins are common in the country. UN Personnel are advised to furnish the UN Security Advisor with their contact details and remain reachable throughout the duration of their visit. They are also advised to seek clearance prior to any movement to the field. Currently, no terrorist threat has been identified per UN Security Risk Assessment structures in Lesotho.</p>
Housing	<p>Accommodation in Maseru is limited and often costly. Approved residential areas for international staff include Maseru border gate Florida, Hills View, Maseru West, Happy Villa, Old Europa, Katlehong, New Europa, Lower Thetsane, Maseru East, and Thetsane West. Upon arrival, international staff may opt to stay in nearby hotels, which accept USD, while searching for permanent housing</p>
Schools & Childcare	<p>Considering the size of the country, there are not many international schools, especially for secondary education. The Maseru English Medium Preparatory School, and the American International School of Lesotho are the most popular private schools used by the expatriate community. These schools follow international curricula, ensuring students receive a globally competitive education.</p>
Work for spouses & partners	<p>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.</p>

Reporting line of the JPO
<p>The JPO will be directly supervised by the Chief of Social Policy in the Social Policy Section. The Chief of Social Policy brings extensive management experience, currently supervising a team of six. As a mentor in the UNICEF ESARO mentoring program, he has demonstrated his commitment to</p>

professional development. His diverse background, spanning global, regional, and national levels, equips him with the expertise to effectively guide the JPO and support their professional growth.





UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

I. Post Information

Job Title: **Social Policy Officer (Public Finance for Children)**

Supervisor Title/ Level: **Chief Social Policy, Level 4**

Organizational Unit: **Social Policy**

Post Location: **Maseru, Lesotho**

Job Level: **Level 2**

Job Profile No.:

CCOG Code:

Functional Code:

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.

Under its stream of work on public finance for children (PF4C), UNICEF Lesotho seeks to influence public investments in sectors and programmes to improve the well-being of children. Work under this programme stream can be broadly organized into four areas: (i) measuring and monitoring government spending; (ii) maximizing the impact of public investments; (iii) increasing investments, and (iv) advocacy for an enabling environment. The choices governments make about where and how to spend public resources are critical to breaking cycles of poverty.

As indicated earlier, an estimated 50% of children in Lesotho live in multidimensional poverty. This means that they do not have access to basic things like primary healthcare services, adequate nutrition, clean drinking water, or safe housing conditions. A rapid review of government budgets shows that spending on health, education, social protection and other programmes to improve the well-being of children is insufficient.

Even where the Government of Lesotho has increased investments in child-focused sectors, the impact has been limited due to inefficiencies and many other public financial management bottlenecks.

An analysis of the public financial management landscape shows that there is significant untapped potential to do more if UNICEF's capacity is strengthened through the secondment of a JPO. It is expected that the JPO will bolster UNICEF's capacity for: (i) evidence generation; (ii) advocacy and policy dialogue; and (iii) providing quality technical assistance to ministries and departments on public financial management through a child rights lens. With enhanced capacity, UNICEF Lesotho will be better placed to respond to children's needs and to contribute to the safeguarding of social spending including during emergencies.

Purpose for the job:

Under the direct supervision the Chief of Social Policy, the JPO will be responsible for influencing fiscal policies to improve investments in sectors and programmes which seek to improve the well-being of children. UNICEF's engagement in public financial management (PFM) is crucial to ensuring that public resources are effectively mobilized, allocated, and utilized to benefit children, especially the most vulnerable. By partnering with governments and financial decision-makers, UNICEF helps translate policy intentions into financial commitments and effective spending. This involvement ensures that child-related policy commitments are better reflected in budget processes, leading to improved service delivery in health, education, and protection. Additionally, UNICEF's expertise in PFM helps identify cost-effective and equitable ways to deliver services, ensuring that resources reach those most in need. This strategic engagement supports the broader goals of the Convention on the Rights of the Child and the Sustainable Development Goals, ultimately fostering healthier, more educated, and protected children.

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

1. Support the generation of evidence on PF4C to identify bottlenecks and opportunities to inform policy and budget advocacy.
2. Facilitate strengthening of the capacity of relevant government ministries and departments to effectively engage on PF4C through technical assistance, development of guidance documents, and training.
3. Organize and support policy and budget dialogues to promote greater and better investments in child-focused sectors.

1. Support the generation of evidence on PF4C to identify bottlenecks and opportunities to inform policy and budget advocacy.

- Conduct research activities on topics related to public financial management and children's rights.
- Monitor the socio-economic impacts of climatic, political and economic shocks on children.
- Undertake surveillance activities on the public finance situation in Lesotho throughout the budget cycle, including the macroeconomic context and its impact on children.

2. Strengthen the capacity of relevant government ministries and departments to effectively engage on PF4C through technical assistance, development of guidance documents, and training.

- Facilitate the provision of technical assistance to ministries in the design and implementation of public finance for children interventions.
- Facilitate peer learning with other countries on PF4C related topics.
- Provide quality assurance of research and knowledge products produced by other UNICEF sections on PF4C.

3. Organize and support policy and budget dialogues to promote greater and better investments in child-focused sectors.

- Supporting the organization of social policy events to promote greater and better investments in child-focused sectors.
- Assisting in the documentation of PF4C impact stories.
- Support the establishment of effective partnerships with the Parliament, bilateral and multilateral donors, NGOs, civil society, the private sector, international financial institutions, and other UN agencies on public financial management issues.

IV. Impact of Results

Through its social policy work, to which this position will contribute, UNICEF Lesotho aims to strengthen the capacity of the Ministry of Finance and social sector ministries to mobilize, allocate and improve the utilization of public resources to deliver more equitable and sustainable social services to children. Available evidence has shown that critical social services required by children are often underfunded, and funds are sometimes inequitably allocated and inefficiently utilized. The technical support to be provided by the JPO in the development and implementation of PF4C interventions is, therefore, expected to contribute to making budgets work for children and subsequently for the attainment of SDGs.

V. Competencies and level of proficiency required

<p><u>Core Values</u></p> <ul style="list-style-type: none"> ▪ Care ▪ Respect ▪ Integrity ▪ Trust ▪ Accountability ▪ Sustainability <p><u>Core competencies</u></p> <ul style="list-style-type: none"> ▪ Communication (I) ▪ Working with people (II) ▪ Drive for results (II) 	<p><u>Functional Competencies:</u></p> <ul style="list-style-type: none"> ▪ Formulating strategies and concepts (I) ▪ Analyzing (II) ▪ Applying Technical Expertise (II) ▪ Learning & Researching (II) ▪ Planning & Organizing (II)
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VI. Recruitment Qualifications	
Education:	A university degree in one of the following fields is required: Economics, Public Policy, Social Sciences, Development studies, or another relevant technical field
Experience:	<p>A minimum of two years of relevant professional experience is required.</p> <p>Experience working in a developing country is considered as a strong asset.</p> <p>Background and/or familiarity with public financial management is considered as a strong asset.</p>
Language Requirements:	Fluency in English is required. Knowledge of another official UN language is considered as an asset.