



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

[Please replace the above photo with a picture depicting the programme area or a picture of your office resize picture to pixel size 642X428]

**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:**

- ✓ The JPO will directly be involved in proposal writing, project development, donor report writing, managing assigned programme budget, participation in workshop and conferences organized by UNICEF and partners which are learning opportunities.
- ✓ They will also benefit from monthly UNICEF East and Southern Regional Office capacity building webinar for Uganda country office staff including experience sharing, learning and update of global and new development.
- ✓ Periodic field visits with on-the-job training from multiple international staff.
- ✓ Career support for next positions and potential retention depending on fundraising efforts.

**Please also mention the following:**

**Career prospects and potential for retention:**

- ✓ The JPO work is within the scope of multi-sectoral Climate Actions and WASH with strong focus on SDG-6 and SDG-13 targets and climate change actions for Uganda.
- ✓ This will provide significant opportunities to explore and build experience for career growth. Though there are currently no secured resources for retention, the JPO will have opportunity to work closely and explore career development opportunities within the UN system and beyond.

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

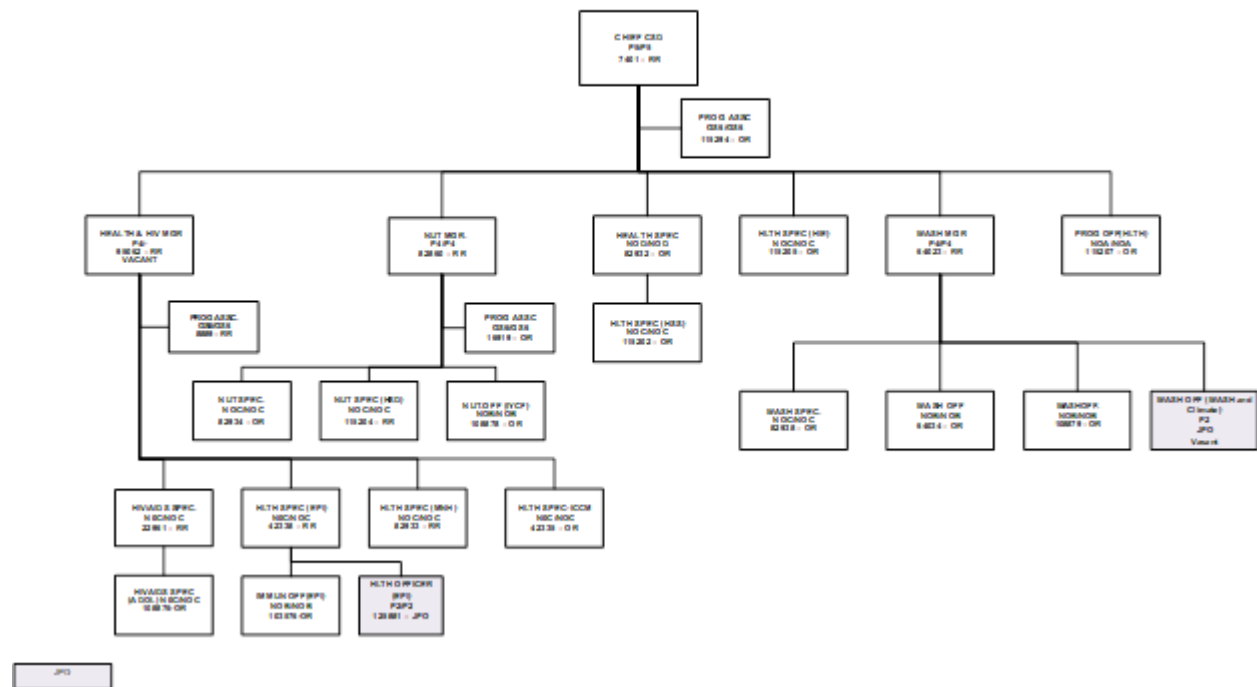
- ✓ Coaching from the WASH Manager, who has over 25 years of experience on multi-sectoral programming and local governance with focus on the Climate Actions and WASH.
- ✓ The supervisor has a track record of coaching professionals that has helped them to continue with stable international career within and beyond UNICEF.

<b>Information and living condition of Duty station: [For Filed Office locations only]</b>	
General Information	<p>Uganda is a landlocked country in East Africa with a population of 44.2 million at 2022 projections. After weathering several shocks in 2022, the economy is expected to recover up to 5.7% in FY2023 (World Bank). The capital, Kampala, is one of the fastest growing and vibrant cities in Africa. The President is both the head of state and head of government. Wildlife and Tourism is renowned for its rich biodiversity and is home to numerous national parks and wildlife reserves. Culture is diverse and vibrant with over 56 distinct ethnic groups, each with its own traditions, languages. Currently hosting nearly 1.5 million refugees from South Sudan, the Democratic Republic of the Congo, Burundi and other countries, out of which approximately 64% are children, stretching the governments capacity to prevent and respond to Violence Against Children to its limits. Children from both refugee and host communities have experienced and are at risk of violence, abuse, neglect, and exploitation requiring provision of critical child protection services. English is widely spoken by natives, and there is a large expat community, making it easy to transition to. The climate is largely temperate, with little fluctuation in temperatures all year round.</p> <p>There are flights in and out of Uganda throughout the day via the Entebbe International Airport which is 40 kilometers from Kampala. Visitors arriving at the airport or border points are expected to go through the immigration and customs procedures and present all required documents.</p> <p>A valid yellow fever vaccination certificate is required for all travelers. Besides cash, major debit, and credit cards such as Visa, American Express and Master Card are acceptable.</p>
Security	The Security Level in Kampala which falls under the central region SRM area is classified as Moderate (Level 3) as per the UN security management system in Uganda. Terrorism and crime are the main security challenges to UN operations in Kampala. The general security situation in the country remains relatively calm with free movements of goods and delivery of services.
Housing	Different types of long-term accommodation are available in Uganda: standalone houses, houses in gated compounds, and apartments. These could be furnished and/or fully serviced, or unfurnished. UNDSS Uganda has mapped out and cleared residential zones around the city where international staff can find accommodation. There is also a list of UNDSS approved hotels in the country which is shared when receiving security clearance. Consult the HR for support in finding accommodation.
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. It is advisable to ask your embassy in Kampala, Uganda which schools your compatriots prefer for their kids.
Work for spouses & partners	Work opportunities for spouses/partners are not abundant. However, if hired by any organization a work permit will be applied for through the same hiring organization.



Reporting line of the JPO [Please insert an org chart that is showing the reporting line of the JPO]

### CHILD SURVIVAL AND DEVELOPMENT



\*\*\*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 WASH Officer (WASH and Climate)  
Supervisor Title/ Level: WASH Manager  
Organizational Unit: Child Survival & Development  
Post Location: Kampala

Job Level: 2  
Job Profile No.:  
Job Classification 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 WASH, 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:**

Uganda WASH sector progress has been stagnant for years with lack of political-will and accountability to the sector development, weak coordination among Government Agencies, NGOs, and Private Sector, declining investments from the government and development partners, poor sector capacity, and absence of harmonized monitoring system. The country is challenged with 4 million people practicing open defecation of its total population 50 million. Access to handwashing facilities is 45% in rural and 53% in urban areas, basic sanitation coverage is 27% in rural and 48% in urban areas, and safe water is 67% in rural and 72% in urban areas. WASH services in the institutions are also significantly low. Some of the key statistics include toilets stance ratio for pupil in schools is 71:1 that is far below the recommended standard 40:1, only 56% of primary schools and 67% of secondary schools have handwashing facilities, WASH services in HCFs explains only 31% facilities have basic water, 12% have basic sanitation and 43% have basic waste disposal services.

Like most of the developing countries, Uganda is exposed to the impacts of climate change. The effects of climate change are at the heart of flood, drought, water stress and degradation of natural resources, and are already being felt to a significant extent today. Acknowledging the critical threat posed by climate change and environmental degradation to the well-being of children, UNICEF has intensified its efforts to integrate climate change adaptation, disaster risk reduction (DRR), and environmental sustainability across its operations. These issues permeate every aspect of UNICEF's work, influencing programming, internal governance, risk management, and policy advocacy. Aligned with UNICEF's climate strategy, the Uganda Country Office (UCO) is steadfast in its commitment to advocating for and addressing climate and environment related challenges in the country.

On 11<sup>th</sup> October 2024, Ugandan Parliamentarian Forum organized first ever Presidential Dialogue on WASH to enhance political-will and investment in the sector. UNICEF Representative was requested to provide keynote speech – he committed to enhance UNICEF's ongoing support to Climate Action and WASH and suggested more collaborative action between the government and development partners. UNICEF pledged its support to Uganda's WASH efforts, including strengthening policy and legislation, improving coordination among stakeholders, building capacity, facilitating partnerships, and demonstrating replicable Climate and WASH models. The organization also advocated for increased investment in WASH, exploring untapped resources like climate change mitigation funds.

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

**Purpose for the job:**

WASH Officer (WASH and Climate) provides technical, operational, and administrative support throughout the programming process supporting the integration of climate and environmental considerations in WASH and across sectors and in all phases of the programming process, under the guidance of WASH Manager.

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

Summary of key functions/accountabilities:

1. Assist developing programme and support programme planning.
2. Programme management, monitoring, and delivery of results.
3. Technical support to mainstream climate & environment programming
4. Partnership building and knowledge management.

#### **1. Support to programme development and planning:**

- Draft updates for WASH and Climate in the situation analysis, to inform the development of sectoral and multi-sectoral policies related outcome and output results. Research and report on trends in climate change, environment, and WASH, for use in programme development, management, monitoring, and evaluation.
- Support preparation of draft technical reports and inputs for programme preparation and documentation, ensuring accuracy, timeliness, and relevance of information.
- Contribute to the development/ establishment of WASH and Climate programmes related outcome and output results, as well as related strategies, through analysis climate change issues affecting children.
- Provide technical and administrative support throughout all stages of programming processes by executing/ administering a variety of technical programme transactions, preparing materials/ documentations, complying with organizational processes and management systems, to support progress towards embedding climate and environment related results in the country programme.
- Prepare required documentations/ materials related to climate change, environment, and WASH to facilitate review and approval processes.

#### **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.

- Prepare sectoral progress reports for management, donors, and partners.

### **3. Technical support to mainstream climate & environment programming:**

- Support collection and development of data on UNICEF thematic areas and sectors in support of climate change adaptation, disaster risk reduction and building climate resilience.
- Collaborate with other sections to support technical inputs in sector policies that advance climate adaptation and empowerment of children and youth to become climate champions.
- Draft policy briefs, communication materials and other document to support child sensitive climate policies and strategies and programming in WASH, education, health & nutrition, and social protection.
- Support provision of technical advice to governments, the private sector and civil society partners on environmental risks facing children, and climate action to strengthen adaptation and youth empowerment.

### **4. Partnership building and knowledge management:**

- Build and sustain close working partnerships with government counterparts, private sector, and other stakeholders through active sharing of information and knowledge to facilitate programme planning and implementation and build capacity of stakeholders to achieve results related to climate change and environment.
- Draft communication and information materials for WASH and climate programme advocacy to promote awareness, establish partnership/alliances and support fund-raising for climate and environment action.
- Assist in the development, implementation, monitoring and documentation of action research and innovation (technical or systems) related to climate change, environment, and WASH.
- Assist in the preparation of learning/knowledge products, covering innovative approaches and good practices, to support response to climate change, environmental degradation and WASH and achieve development results for children.

## **IV. Impact of Results**

The efficiency and efficacy of support provided by the WASH and Climate Officer to programme preparation, planning and implementation, contributes to the achievement of sustainable results to protect children from the impacts of climate change, environmental degradation, and poor WASH services; and empowering children and adolescents to be champions for the environment. Success in WASH and Climate programme in turn contributing to maintaining and enhancing the credibility and ability of UNICEF to provide programme services for children and adolescents that promotes greater social equality in the country.

## **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 (2)</li> <li>• Works Collaboratively with others (2)</li> <li>• Builds and Maintains Partnerships (2)</li> <li>• Innovates and Embraces Change (2)</li> <li>• Thinks and Acts Strategically (2)</li> <li>• Drives to achieve impactful results (2)</li> <li>• Manages ambiguity and complexity (2)</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:	An advanced university degree in one of the following fields is required: environmental management, climate change, water supply & sanitation, social & economic development, international cooperation, international development, or another relevant technical field is required.
Experience:	<i>A minimum of two years of professional experience in one or more of the following areas is required. Relevant experience in a UN system agency or organization 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>