



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

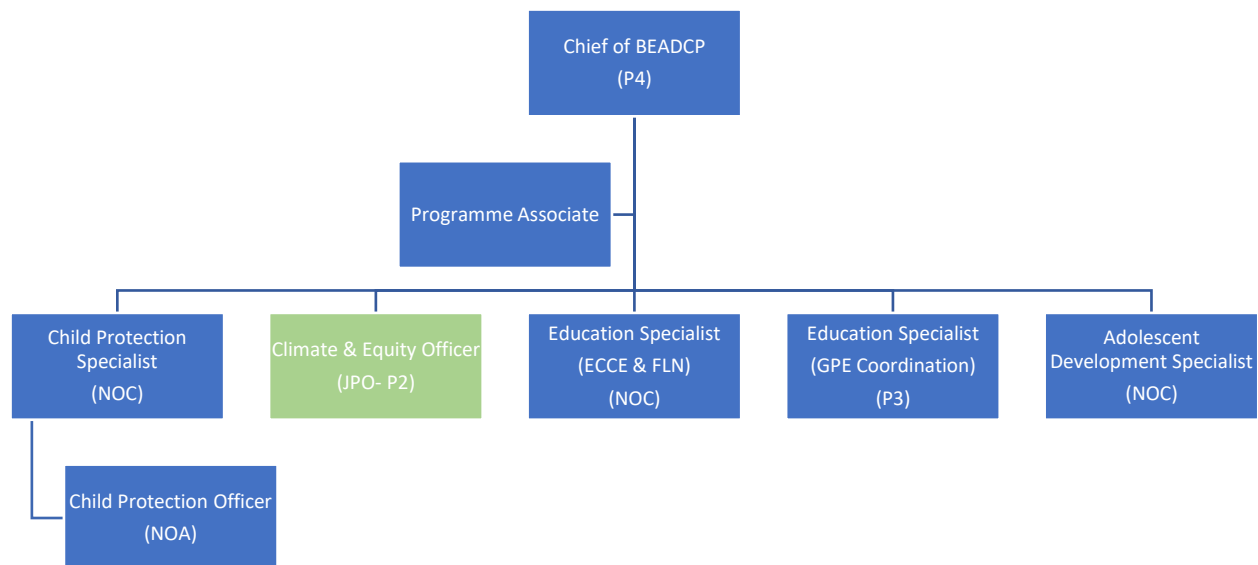
In addition, the JPO will benefit from the following specific learning opportunities in the receiving office:

- Result Based Management (RBM) Training (E-Learning)
- Participate in the relevant group learning opportunities at the LCO
- Participate in the Staff Retreat at the LCO
- Participate in planned individual learning as needed.
- The JPO position is an entry point for continued career opportunities within UNICEF. Upon satisfactory performance LCO will support the candidate to continue their career growth.
- The supervisor will be able to offer accredited coaching sessions to the candidate. The supervisor has experience from various countries in supporting young professionals in their career growth and

will be able to support the candidate in having a structured approach to career development throughout the deployment

Information and living condition of Duty station: [For Filed Office locations only]	
General Information	<p>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 km² (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 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>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</p>

Reporting line of the Climate & Equity Officer (JPO)



*2nd Decade include programmes under Child Survival and Development Section (Health, WASH, Nutrition)



UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

I. Post Information

Job Title: Climate & Inclusion Officer
Supervisor Title/ Level: Chief of BEADCP Level 4
Organizational Unit: Programme
Post Location: Country Office

Job Level: Level 2
Job Profile No.:
Job Classification Level: Level 2

II. Strategic Office Context and purpose for the job

Strategic office context:

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 favouritism. There is growing evidence that investing in the health, education and protection of a society's most disadvantaged citizens not only will give all children the opportunity to fulfil their potential but also will lead to sustained growth and stability of countries. 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.

Children and youth in Lesotho face significant challenges preventing them from surviving, developing, and thriving. Child poverty threatens the future of national economic and social development objectives. In 2021, UNICEF and the Lesotho Bureau of Statistics estimated that 46% of children (aged 0-17) were multidimensionally poor. Multidimensional poverty affects all aspects of children's life including surviving the first 5 years in a country with poor health facilities and a neonatal mortality rate of 26 deaths per 1,000 live births in 2023 and an under-five mortality rate of 54 deaths per 1,000 live births in 2021. Further to this, children in Lesotho are deprived of adequate food security and nutritional needs leading to 36 % stunting amongst children under the age of 5 year (LDHS 2024). While significant progress has been made in preventing HIV infection in children, 3,290 children and youth (ages 0-24 years) were newly infected with HIV in 2021. Of this 690 were children aged 0-14 and 2,600 were children and youth aged 15-24. While there is near universal primary education in Lesotho with an 85% Net Enrolment Rate, only approximately 30% of children are enrolled in pre-primary education and there are significant challenges with enrolment, retention, and completion in secondary education. Violence against children is widespread in Lesotho. In 2018, the Violence Against Children and Youth Survey in Lesotho found 15% of females and 5% of males experienced sexual violence before the age of 18, and 57% of male and 33% of female experienced physical violence before the age of 18. As of today, there is no ban on corporal punishment (UNICEF SitAn 2023). Likewise harmful practices are significant and 38.5% of girls marry before the age of 18 years, compared to 10.2% of boys, and 14% of adolescent girls have given birth before they turn 18 (UNICEF Explanatory note 2023). It is within this context, that UNICEF Lesotho is implementing its Country Programme 2024-2028 and supporting the Government of the Kingdom of Lesotho in fulfilling its obligations to children and meet the SDG targets.

The existing deprivations for children in Lesotho are exacerbated by climate change which increasingly affects the country. Current more than 700.000 people are food insecure due to an on-going drought. This is an increase of 20% compared to last year. The consequences of this drought reach far beyond empty fields. Families are being torn apart as people migrate in search of better opportunities, heightening their vulnerability and susceptibility to human trafficking. Children are at risk of dropping out of school, and their healthy development and their futures hanging in the balance as malnutrition rates soar. The UNICEF Strategic Plan for 2022-2025 underscores the critical importance of addressing climate change, environmental degradation, and disaster resilience as integral components of its mission to safeguard children's rights and well-being. In line with its commitment to safeguard children worldwide, UNICEF has launched the Sustainability and Climate Change Action Plan (SCAP) 2023-2030. The SCAP focuses on urgent climate action, fostering systematic change in collaboration with public and private sectors to prioritize children's needs, enhance their resilience to climate threats, and integrate sustainability and climate action both internally and externally within UNICEF. It also outlines UNICEF's organizational response to this climate crisis and focus areas for action and partnerships – delivering the best results cannot be achieved by UNICEF working alone.

In this context drivers of inequity becomes even more persistent, and children and youth with disabilities are disproportionately affected. Likewise, the existing deprivation and the on-going drought crisis is affecting girls and boys differently leading to further marginalisation and inequity in access to basic services and protection.

The Lesotho Country Office works in a decade structure and the Basic Education, Adolescent Development & Child Protection (BEADCP) Section under which the position is based, is responsible for the Country

Programmes deliverables related to the 2nd Decade (age 10-19) under the Programme Outcome: *By 2028, national systems are strengthened to provide children and adolescents (10–19 years) with quality services, programmes and practices to ensure that they are healthy, empowered and safe, have acquired learning and relevant skills and are well equipped to transition to the next phase of their life.*

Purpose for the job:

The purpose of the Climate & Inclusion Officer position is twofold: 1) to support the strategic integration of sustainable climate actions across 2nd decade programmes and 2) enhance the profile of disability inclusion and gender equity across the programmes (and create better synergies). The strategic focus of the position will enrich the programmes and not only enhance their contribution to key SDGs including SDG 2,3,4,5,6,8,13 and 16 but in particular the position will contribute to the agenda of Leave No One Behind (LNOB) specifically targeting children and youth in the 2nd Decade (age 10-19)

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

Under direct supervisor of the Chief of BEADCP, the Climate and Inclusion Officer will be responsible for the following key functions/accountabilities:

1 Innovation, knowledge management and capacity building:

- Contribute to identifying, capturing, synthesizing, and sharing lessons learned for knowledge development & management in the areas of Sustainable Climate Action and Equity & Inclusion building on global developments and best practices.
- Apply innovative approaches and promote good practices to enhance the integration of Sustainable Climate Action and Equity & Inclusion elements in the design, implementation and delivery of concrete and sustainable programme results related to 2nd Decade programmes in particular pertaining to, Education, Adolescent Development, and Child Protection programmes.
- Participate as a resource person in capacity building initiatives to enhance the competencies of Government counterparts on Sustainable Climate Action and Equity & Inclusion.
- Develop communication materials to raise awareness about Equity & Inclusion issues and UNICEF's work.

2 Support Programme management, monitoring, and delivery of results

- Provide technical support for planning, implementation, and monitoring of 2nd Decade programmes with a particular focus on Sustainable Climate Action and Equity & Inclusion.
- Lead the 2nd Decade Working Group on Disability Inclusion and contribute to the development of strategies to improve Inclusion for Adolescents
- Monitor and report on the use of sectoral programme resources (financial, administrative, and other assets), verify compliance with approved allocation, organizational rules, regulations/procedures and donor commitments, standards of accountability and integrity. Report on issues identified to ensure timely resolution by management/stakeholders. Follow up on unresolved issues to ensure resolution.

- Prepare programme/donor reporting on Sustainable Climate Action and Equity & Inclusion components of 2nd Decade Programmes.

3 Generation of Evidence, Analysis, Reporting & Awareness raising

- Lead generation of evidence and analysis on Sustainable Climate Action and Equity & Inclusion with the aim to enhance 2nd Decade programmes and increase synergies across the programmes.
- Prepare reports and presentations on Sustainable Climate Action and Equity & Inclusion initiatives.

4 Partnership and Coordination:

- Collaborate with government agencies, UN partners, NGOs, and other stakeholders on Sustainable Climate Action and Equity & Inclusion Initiatives
- Participate in sector meetings and working groups.

IV. Impact of Results

The placement of a JPO (Climate & Equity Officer) with the UNICEF Lesotho BEADCP section will provide the young professional with hands-on experience in Climate Action and Equity Inclusion initiatives targeting children and youth in the 2nd Decade. This will help him or her grow within the organization. With fresh perspectives and innovative ideas coupled with best practices from his/her training, it is expected that s/he will be able to make significant contributions to the UNICEF outcomes for 2nd Decade strategic objective. By strengthening synergies on sustainable climate action and the equity agenda across the 2nd Decade programmes it is expected that UNICEF will be able to influence policy shifts and implement programmes that enhance the protection, wellbeing, and development of some of the most marginalized children and adolescents.

V. Competencies and level of proficiency required

(Please base on UNICEF Competency Framework)

Core Values attributes

- Care
- Respect
- Integrity
- Trust
- Accountability
- Sustainability

Core competencies skills:

- Nurtures, Leads and Manages People (1)
- Demonstrates Self Awareness and Ethical Awareness (2)
- Works Collaboratively with others (2)
- Builds and Maintains Partnerships (2)
- Innovates and Embraces Change (2)
- Thinks and Acts Strategically (2)
- Drives to achieve impactful results (2)
- Manages ambiguity and complexity (2)

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: Education, Social Sciences, Climate change

Experience:

A minimum of two years of professional experience in one or more of the following areas is required: Education, Adolescent Development, Climate Change, Disability Inclusion

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 or local language of the duty station is considered as an asset.