



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

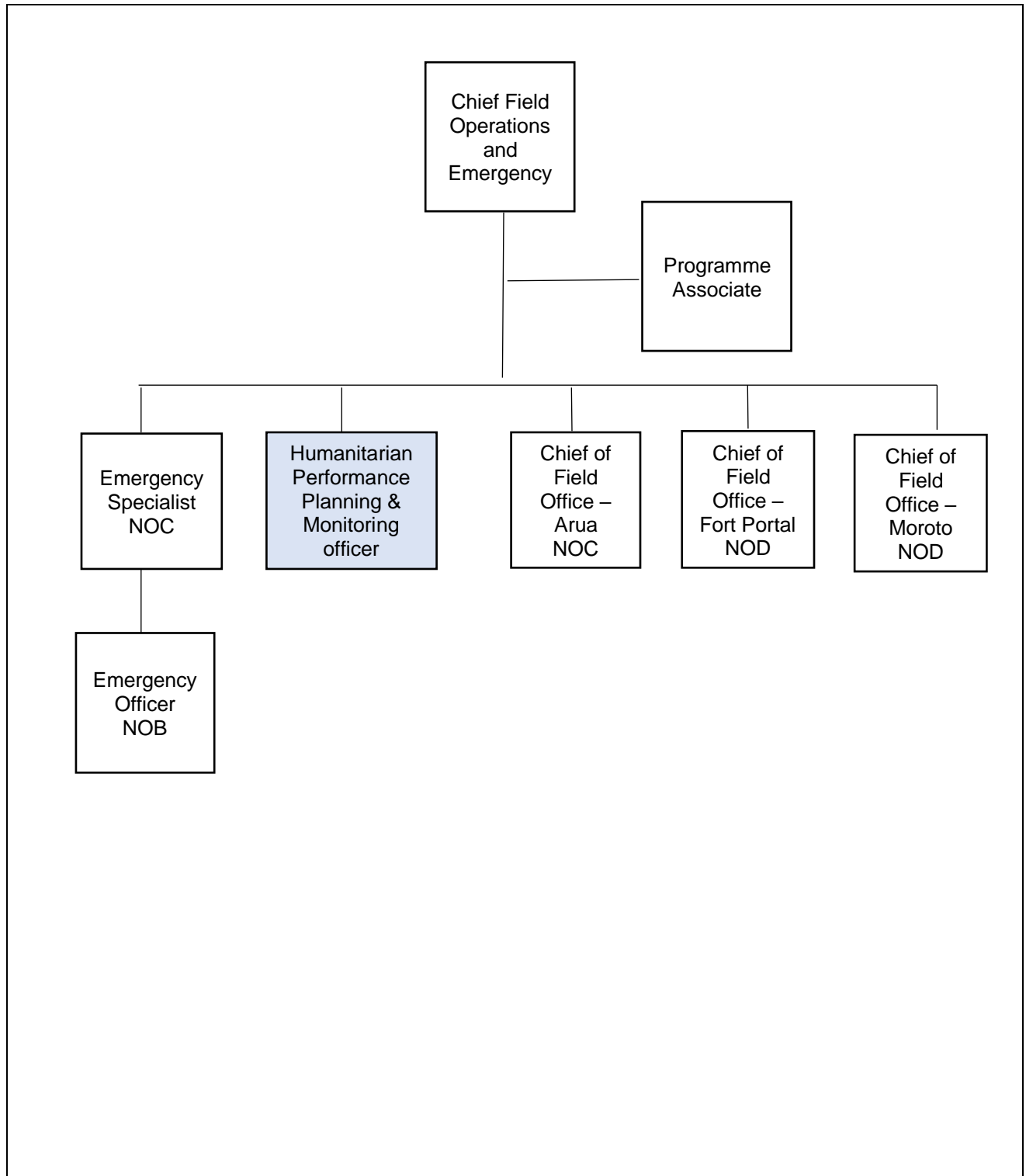
- ✓ Participation in a one-week JPO Induction Programme in New York.
- ✓ Guidance and advice in relation to training opportunities within the field of expertise.
- ✓ Use of yearly JPO training funds for internal/external training opportunities.
- ✓ Participation in the Mentoring, Coaching, and Career Counselling and Career transition programmes.
- ✓ Encourage field mission and/or stretch assignment during and after the 2nd year.
- ✓ In addition, the JPO will benefit from the following specific learning opportunities in the receiving office:

Please also mention the following:

- ✓ **Career prospects and potential for retention:** The Humanitarian Performance Planning and Monitoring profile is increasingly requested in UNICEF Country Offices, to support the CO in developing quality and evidence-based reports, advocacy material and proposals, and to support the planning and monitoring of humanitarian interventions strategically and efficiently. Uganda CO is currently preparing a new Country Programme, and the management plan accompanying the new Country Programme is going to be developed next year. The need for strengthened information management capacity within the office for regular programs and for the humanitarian response, has been already discussed and recognized by management as one of the key capacities which will need to be secured in the future, and will therefore be proposed during the discussion on the Country Programme Management Plan. In addition, the skills and expertise gained by the JPO from a medium size Country Office gives a comparative edge when competing for similar jobs in other UNICEF offices.
- ✓ **Supervisor's experience in coaching and development of young professionals:** The Chief of Field Operations has vast experience in nurturing and managing young professionals in many roles and in particular: In Burkina Faso, in a similar position as in Uganda, she had facilitated the recruitment of 2 Humanitarian Information Management Interns, and just before moving to Uganda, she led the process for the recruitment of a young UNV also for humanitarian information management. In addition to directly managing supervising, coaching and mentoring these young professionals, she with the Young UNICEF team in Burkian Faso, and now in Uganda, to provide career coaching, mentorship support and create opportunities for learning and professional development. In a previous capacity, as Support Officer for Public Engagement & Media in the NGOs "Women's Dignity Project", in Tanzania, she coached and mentored a young professional, who then successfully took over the role after she left.

Information and living condition of Duty station: [For Filed Office locations only]	
General Information	<p>Uganda is a landlocked country in East Africa with a population of 44.2million 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	<p>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.</p> <p>The general security situation in the country remains relatively calm with free movements of goods and delivery of services.</p>
Housing	<p>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.</p>
Schools & Childcare	<p>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.</p>
Work for spouses & partners	<p>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 organisation.</p>

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



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 – Humanitarian Performance Planning and Monitoring Officer
Supervisor Title/ Level: Chief, Field Operations and Emergency, P4
Organizational Unit: Field Operations and Emergency
Post Location: Kampala, Uganda

Job Level: P2
Job Profile No.:
Job Classification Level:

II. Strategic Office Context and purpose for the job

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. .

Due to multiple crises that Uganda faces, chief among these being the refugee influx, disease outbreaks and climate induced shocks such as drought & food insecurity, floods and landslides, it is projected that over 2.4 million people including 1.6 million children will need humanitarian assistance in 2024. Uganda is Africa's largest refugee-hosting country with 1,756,793 Refugees and asylum seekers as of September 2024 54% of whom are children. Yet the 2024 Humanitarian Action for Children, which requires \$28.4 million to provide life-saving humanitarian assistance to the affected populations in Uganda remains unfunded by 88%. The country programme restructuring conducted in 2023 in order to align the structure of the office to the available resources resulted in significant reduction in the programme's staffing, particularly in emergency where the office currently lack expertise in humanitarian performance planning and monitoring

UNICEF Uganda Country Office has supported the Government of Uganda since early 1960s. The country Country Programme Document (CPD) five-year cycle runs from 2021 to 2025. Preparation of the new CP 2026 – 2030 underway aligning with the Sustainable Development Goals (SDGs), National Development priorities and the United Nations Sustainable Development Cooperation Framework (UNSDCF). UNICEF implements integrated regular programmes in 29 districts displaying highest child vulnerability (including 12 refugees-hosting districts). Emergency response and other key interventions maintain a national reach. UNICEF has field presence in 3 field offices- Fort Portal (south-west), Arua (north-west) and Moroto (north-east). In addition UNICEF has a full staff complement of 164 staff, 64 consultants, 3 Standby Partners (SBP), 6 UNV and 2 JPO. The JPO will contribute to the evidence generation, planning and monitoring of the humanitarian component of the Uganda Country Programme.

Purpose for the job:

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

1.)What purpose it serves

Contribute to evidence based planning, monitoring and evaluation of the UNICEF Uganda's humanitarian programmes, by ensuring generation, and utilization of high quality information products before, during and after emergency response. Supports the UNICEF country Office to establish a humanitarian performance monitoring system which is functional and informs UNICEF decision-making as well as supporting resource mobilization and external reporting on progress. Specifically the position will support the CO in adapting and applying the minimum UNICEF Humanitarian performance monitoring tools and approaches to the country context based on the humanitarian situation and the country capacity.

2.)What is it accountable for

Under direct supervisor of the Field Operations and Emergency, the JPO will be responsible for the following key functions/accountabilities:

- *Supporting humanitarian programme performance through developing and maintaining the results database to track core humanitarian and field coordination indicators in the multi-hazard emergency response.*
- *Provide quality assurance of all data and results reported in Humanitarian Performance Monitoring (HPM) data base, including the situational reports, working closely with sections.*
- *Develop infographics, including maps to support UNICEF's emergency programming using GIS and Power BI while promoting data standards and harmonized management of geographic information.*
- *Support in humanitarian resource mobilization through systematically updating programmatic information materials (Pitch Documents, Flash Appeals, Fact Sheets, backgrounders, data tables), briefings, and presentations on the situation, in coordination with the Chief Field Operations and Emergency and Chief, Programme Monitoring and Evaluation*

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

- *Supporting the multi-hazard humanitarian response through production of a Results Framework (either from a sudden onset Country Response Plan, or an existing Country Integrated Monitoring and Evaluation Plan)*
- *Support monitoring of Programme supply inputs within wider framework of projected results for affected population*
- *Working with UNICEF programme sections – prioritise key performance indicators for monitoring throughout the humanitarian situation and including into UNICEF Programme Cooperation Agreements as necessary.*
- *Supporting regular field monitoring visits to UNICEF projects. This may require contracting and managing additional monitoring capacity (i.e. organization or staff).*
- *Support the assessment of the UCO emergency response plan to identify clear performance monitoring indicators and ensure clear monitoring processes are well defined.*
- *Review and adjust as required established monitoring systems to provide high-frequency updates in line with the established high frequency monitoring indicators.*
- *In coordination with Section Chiefs, Chief of Field Office and Chief of Field Operations, develop and implement a field, monitoring plan based on programmatic risk (the consequences of programme success or failure).*
- *Adjust and improve the monthly dashboard for monitoring emergency planning and reporting in Uganda.*

- *Establishing and maintaining a risk profile for the different regions/districts by way of enhancing emergency preparedness*
- *Build the capacity of existing staff on information management.*
- *Provide quality assurance of data and results, and systematically screen and cross-check internal and external reports, sitreps, information and communication material for accuracy and consistency.*
- *Develop infographics, including maps, to support UNICEF's programming and evidence generation.*
- *Contribute to the preparation and update of information material as required by sections (Fact Sheets, backgrounders, data tables, etc.)*

IV. Impact of Results

(Please briefly outline how the efficiency and efficacy of the incumbent impacts its office/division and how this in turn improves UNICEF's capacity in achieving its goals)

- UNICEF humanitarian programme planning is evidence and results based supported by a comprehensive results framework aligned with UNICEF's Core Commitments for children in humanitarian Action.
- UNICEF humanitarian results are effectively tracked and visualized in humanitarian databases and dashboards.
- Information management capacity of UNICEF staff and partners is improved.
- UNICEF humanitarian programming is risk informed and contributes to effective disaster risk management.
- Data on children affected by emergencies exists and is utilized for advocacy and resource mobilization.

V. Competencies and level of proficiency required

(Please base on UNICEF Competency Framework)

<p><u>Core Values attributes</u></p> <ul style="list-style-type: none"> • Care • Respect • Integrity • Trust • Accountability <p><u>Core competencies skills</u> (please make sure to adjust competency levels depending on supervisory responsibilities)</p> <ul style="list-style-type: none"> • 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) 	<p><u>Functional Competencies</u> (please use GJP as reference):</p> <ul style="list-style-type: none"> • Persuading and influencing (1) • Applying technical expertise (1) • Learning and researching (2) • Planning and organizing (2)
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VI. Recruitment Qualifications	
Education:	<ul style="list-style-type: none"> • A university degree in the relevant field. BSc or Diploma in computer science or related field such as information technology, information systems, information and communication technology, library or geographic sciences, or engineering highly desirable. Education in other areas will be considered with proven and relevant professional work experience.
Experience:	<ul style="list-style-type: none"> • A minimum of two years of professional experience in one or more of the following areas is required: in information and data management, technology management especially for emergency response in a large international organization. Experience in a UN organization is an asset. • Proven technical experience in development and use of innovative technology, particularly in the areas of data using Power BI, Adobe illustrator and ArcGIS are highly desirable, humanitarian performance monitoring, use of mobiles and open source is highly desirable. • 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.