



## 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 2<sup>nd</sup> year

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

- ✓ Access to the UNICEF Agora System which is a global learning and development platform designed to provide tailored educational opportunities .It offers access to over a thousand learning resources, including online courses, learning channels, and career development tools.
- ✓ Team learnings as part of the Country Office Learning Plan
- ✓ Exposure and opportunities to participate in various UNICEF and partner organized webinars and also virtual and ip person learning sessions with UNICEF RO.

Career prospects and potential for retention:

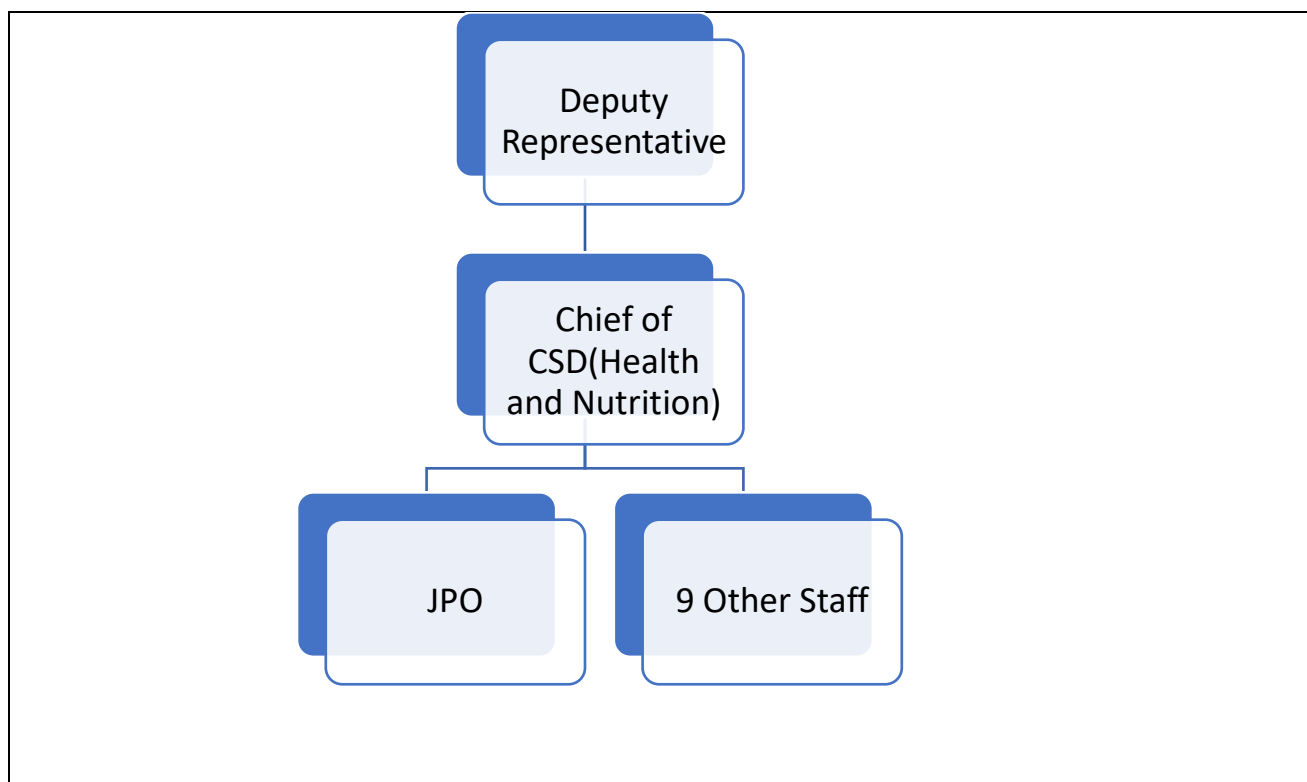
- ✓ The JPO will benefit from enhanced career prospects and potential for retention by gaining valuable experience and skills that increase their competitiveness for future roles within UNICEF and other international organizations.
- ✓ The Post Supervisor is the Chief of CSD. Her diverse professional experience of over 18 years both in her home country as well as the duty stations she has worked has equipped her with the expertise to effectively guide the JPO and support their professional growth.
- ✓ As a mentor in the UNICEF ESARO mentoring program, she has demonstrated her commitment to professional development.

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

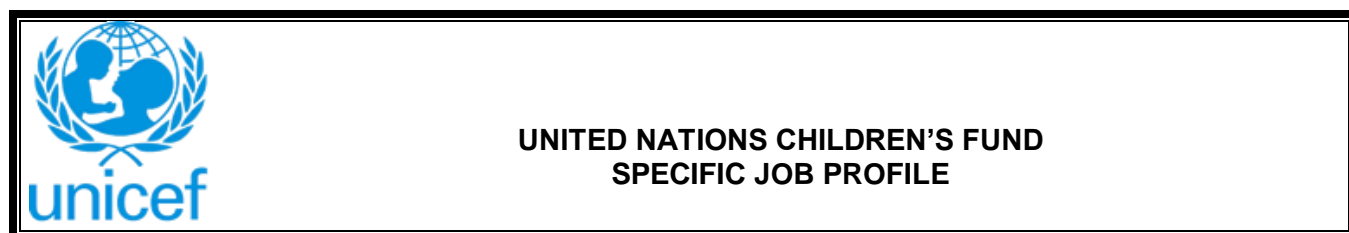
General Information	The JPO will be based in Maseru, Lesotho. Lesotho, officially the Kingdom of Lesotho, is a
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	<p>landlocked country and entirely surrounded by the Republic of South Africa. It is 30,355 km<sup>2</sup> (11,583 sq mi) in size with a 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	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.
Housing	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
Schools & Childcare	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.
Work for spouses & partners	Work 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**



\*\*\*You may use the GJP or use the Specific JD for the below sections\*\*\*



I. Post Information	
Job Title: Health and Nutrition Officer Supervisor Title/ Level: Chief of Child Survival and Development CSD), P4 Organizational Unit: Health Post Location: Maseru, Lesotho	Job Level: P2 Job Profile No.: Job Classification Level: Level 2
II. Strategic Office Context and purpose for the job	

**Strategic office context:**

The Government of Lesotho has made progress to improve human capital, including through sustained investments in health, education, water and sanitation, and social protection. Despite these investments, poverty remains widespread with an estimated 50% of the population living below the national poverty line. Children continue to bear the brunt of poverty, with an estimated 46% of them experiencing multidimensional child poverty. Approximately 36% of children under five are stunted due to chronic malnutrition, driven by limited access to nutritious food and poor dietary diversity. The under-five mortality rate stands at 74 per 1,000 live births, largely due to preventable diseases such as pneumonia, diarrhoea, and complications from prematurity. Lesotho also faces a significant HIV/AIDS burden, with around 116,000 children and adolescents (0 – 19 years) living with HIV. Gender disparities persist, with girls often receiving less attention and resources, and children with disabilities are particularly vulnerable, lacking essential health services. Alarming, 35% of women aged 15-49 experience gender-based violence, which profoundly affects children's health and well-being.

**UNICEF Lesotho's Strategic Focus (underfunded areas)**

UNICEF Lesotho is dedicated to improving the lives of the most vulnerable children and their families. The UNICEF Lesotho country programme with its decade-based approach is strategically placed to address the social issues faced by children 0-9 using health as a platform, children 10-18 using schools as a platform and wider issues at community level through the Social Policy Section. The Child Survival and Development Section leads implementation for decade one. As a section we work towards ensuring that by 2028, more children (0–9 years) effectively benefit from quality, inclusive and integrated healthcare, HIV, nutrition, WASH, protection and early learning and primary education services and programmes for their optimal survival and development. Currently the Section has 10 staff member-1 P4 Chief, 4 Specialist, 4 Officers and 1 PA. Despite, these seemingly large numbers of staff, the amount of resources the Section has mobilized and hence the workload requires the mobilization of additional HR if we are to effectively and efficiently support the Government of Lesotho achieve the health SDGs.

**Purpose for the job:**

The purpose of the Junior Professional Officer (JPO) in the CSD section will be to support the UNICEF's efforts in improving health and nutrition outcomes for children and mothers in Lesotho.

**Key Functions,accountabilities and related duties/tasks:**

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

1. Support Programme Implementation:
  - a. Assist in the planning, implementation, and monitoring of health, nutrition and HIV/AIDs programmes.
  - b. Contribute to the development of strategies to improve maternal, newborn, and child health and nutrition.
2. Support Generation of Evidence, Analysis and Reporting
  - a. Support the conduct of the Nutrition Land Landscape Analysis and other assessment for Nutrition, Immunization (Supply Chain and programme management), Climate Environment Energy and Disaster (CEED), HIV and Adolescent Health
  - b. Prepare reports and presentations on health, HIV, adolescent and nutrition programme progress and outcomes.
3. Partnership and Coordination:

<ul style="list-style-type: none"> <li>a. Collaborate with government agencies, UN partners, NGOs, and other stakeholders in health, immunization, nutrition, HIV and Adolescent programmes.</li> <li>b. Participate in health sector coordination meetings and working groups.</li> </ul> <p>4. Advocacy and Communication:</p> <ul style="list-style-type: none"> <li>a. Advocate for policies and programmes that improve health outcomes for children and mothers.</li> <li>b. Develop communication materials to raise awareness about health issues and UNICEF's work.</li> </ul>

#### IV. Impact of Results

The placement of a JPO with the UNICEF Lesotho CSD section will provide the young professional with hands-on experience in child survival and development global initiatives. 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 health and the Ministry of Health strategic objective. By strengthening generation of evidence for programming and advocacy especially in the areas of Nutrition and HIV, it is expected that UNICEF will be able to influence policy shifts and implement programmes that enhance the wellbeing and survival of women, children and adolescents.

#### V. Competencies and level of proficiency required

<u>Core Values attributes</u>	<u>Functional Competencies</u>
<ul style="list-style-type: none"> <li>• Care</li> <li>• Respect</li> <li>• Integrity</li> <li>• Trust</li> <li>• Accountability</li> <li>• Sustainability</li> </ul>	<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>
<u>Core competencies skills</u>	
<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>	

#### VI. Recruitment Qualifications

Education:	A university degree in one of the following fields is required: Public Health, Medicine, or an allied science or related field.
Experience:	A minimum of two years of professional experience in Public Health, Medicine, Nursing or related field Relevant experience in a UN system agency or organization is considered as an asset. Experience in working in a developing country is desirable
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.