



UNITED NATIONS CHILDREN'S FUND JPO Request Form



United Nations Commission for Africa (UNECA) compound where UNICEF's office is located in

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:

- ✓ Engagement with various sectoral teams in UNICEF Ethiopia Country office and external partners creates an opportunity to expand the JPO's expertise on gender programming in diverse thematic areas in both development and humanitarian context.
- ✓ The supervisor has more than 12 years of experience working in area of gender equality. She also supervised and mentored young professionals in her previous posts.

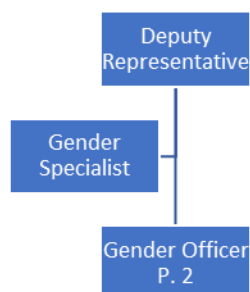
Information and living condition of Duty station: [For Filed Office locations only]

General Information	Ethiopia is in the North-Eastern part of Africa with a total population of about 118 million, making it the second most populous country of Africa. Ethiopia is the home to various ethnicities, with more than 80 different spoken languages. The country is characterized
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	<p>by rapid population growth (2.6%), young age structure, and a high dependency ratio, with a high rural-urban differential.</p> <p>Addis Ababa, the capital and largest city of Ethiopia, is located in the geographic center of the country and is home to an estimated 2.7+ million people. It is also the capital city of the State of Oromia, the largest Ethiopian regional state by population and landmass coverage.</p> <p>UNICEF has been present in Ethiopia for 65 years and its history is closely tied to Ethiopia's gradual transformation into a modern economy with strong aspirations for middle income status by 2025. With its basis of operations in Addis Ababa, UNICEF works to support national efforts to ensure the realization of the rights of children and women through improved child survival, development and protection. Over the past six decades UNICEF has established strong relations with the government of Ethiopia, bi-laterals, donors, development partners and civil society.</p> <p>With a staff of more than 500 and a field presence in each of the country's regional states, our programme in Ethiopia is one of the largest UNICEF programmes globally.</p>
Security	<p>In 2022, Ethiopia has experienced multiple overlapping and recurring emergencies including conflict, insecurity, social tension, drought, floods and the COVID-19 pandemic affecting over 29.7 million people throughout the country, of which over 12.4 million are children across multiple regions and affected by multiple threats.</p> <p>The ongoing conflict in the northern part of Ethiopia along with the natural disasters (drought, floods) and the COVID_19 pandemic has led to increased displaced populations and disruption of access to essential services, leaving communities vulnerable and in need of humanitarian assistance.</p> <p>The security level in <i>Addis Ababa</i> is currently classified as Low – Level 2 - a family duty station. The overall security situation in Addis Ababa is stable and there are no movement restrictions/prohibited areas for UN Personnel. The security situation in Ethiopia overall remains fluid and access to other regions is contingent upon UN security clearance.</p> <p>Upon joining UNICEF Ethiopia, staff members are obliged to take a security briefing. The UNICEF Security Officer is authorized to conduct security briefings on behalf of UNDSS for all UNICEF Ethiopia Country Office staff. Online trainings, including BSAFE, are also mandatory. Training scan be found on the UNDSS website. JPOs are expected to complete other mandatory trainings on Prevention of Sexual Exploitation and Abuse, Prevention of Sexual Harassment and Abuse of Authority at workplace, Ethics & Integrity as well as Workplace HIV/Aids Policy.</p>
Housing	<p>For international staff living in Addis Ababa, there are several accommodation options available, ranging from apartment buildings to stand-alone houses with gardens. These could be furnished and/or fully serviced, or unfurnished. Advertisements of rental opportunities are posted frequently and the assistance of a housing agent/broker is recommended.</p>
Schools & Childcare	<p>The children of international staff typically attend international schools (IB system) with academic systems that are widely recognized abroad (for example the International Community School, Sanford International School, German Embassy School, Lycee Franco-Ethiopien Guebre Mariam, Italian Community School, Greek Community School, and others). International schools often include a kindergarten and pre-school classes</p>

	(sometimes even a nursery) for younger kids. It is advisable to ask your embassy in Addis Ababa which schools your compatriots prefer for their kids.
Work for spouses & partners	Work opportunities for spouses/partners are available, though limited. However, if hired by any organization a work permit must 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]



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: Gender Officer
Supervisor Title/ Level: Gender Program Specialist
Organizational Unit: Office of the Deputy Representative
Post Location: Addis Ababa Ethiopia

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

II. Strategic Office Context and purpose for the job

Strategic office context:

Gender inequality remains a significant impediment to achieving the Sustainable Development Goals (SDGs) in Ethiopia. With a Gender Development Index score of 0.92, one of the lowest globally, and a ranking of 117 out of 129 countries on the SDG Gender Index, the country faces substantial challenges in ensuring gender equality (UNDP, 2024; UN Ethiopia, 2020). Education and literacy rates reveal gender disparities, with women's literacy at 44.42% compared to men's 59.24%. Despite advances in universal primary education, including free

compulsory schooling for ages 5-16, girls face barriers such as poor facilities, socio-economic challenges, and cultural biases favoring boys' education.

Gender-based violence (GBV) is pervasive in Ethiopia, with high rates of spousal, sexual, and physical violence reported (UN Ethiopia, 2020; FDRE, 2021; UN Women, n.d.a; Haarr, 2024a). Recent statistics indicate significant prevalence rates: 23% of women have experienced physical violence and 10% of women have experienced sexual violence in their lifetime (UN Women, n.d.a). Female genital mutilation (FGM) is another significant challenge despite ongoing efforts to eradicate it. An estimated 25 million girls and women have undergone FGM, making Ethiopia one of the countries with the highest absolute numbers of affected individuals in Eastern and Southern Africa (Haarr, 2024a). Child marriage and adolescent pregnancy persist as critical issues in Ethiopia, with approximately 40.3% of women aged 20-24 married before 18, with 14.1% married before 15 (UN Ethiopia, 2020).

The Conflicts and humanitarian crises in Ethiopia have exacerbated gender disparities and posed new challenges for women and girls by disrupting service delivery, worsening health and educational outcomes (UNFPA et al., 2023; UNICEF, 2022b; MoWSA, 2023). These crises have led to increased rates of gender-based violence, child marriage, and adolescent pregnancy, while hindering access to essential services such as education and healthcare.

The UNICEF Ethiopia country office (ECO) works very closely with governments and other partners to address these multifaceted challenges of women and girls by integrating gender equality as core value and cross-cutting principle across its key programmatic areas including Health, Wash, Education, Child Protection, Nutrition and Social Policy. A Gender Action Plan is in place outlining focus areas, strategic interventions, financial commitments, and program synergies to meet gender equality goals in programs and organizational practice. The Office has a dedicated Gender Specialist who provides leadership and technical guidance and a gender working group to improve coordination and collaboration across sections towards delivering better results on gender equality.

The Country Office (CO) is currently developing a new Country Program Document (CPD) (2025-2030) that reinforces the commitment to strengthen gender-responsive and gender transformative programming and organizational culture. In order to realize this ambition, it is imperative to have adequate gender expertise who can provide timely and effective support to the different sections/units/ and partners. Thus, the JPO will be working closely with the Gender Specialist to ensure the key milestones in the gender action plan are met and the gender priorities in the CPD are effectively implemented.

Purpose for the job:

The main role of the Gender Officer is providing technical support and advice to UNICEF teams in different sections/units on gender responsive and transformative program design, implementation, monitoring and reporting under the leadership and guidance of the Gender Specialist . She/he will be responsible to follow-up and monitor the implementation of the gender action plan and recommendations of the gender programmatic review by sectors in close collaboration with the chiefs and gender working group members. She/will also support resource mobilization for gender

Under direct supervisor of the Gender Specialist, the JPO will be responsible for the following key functions/accountabilities

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

Technical support and advice;

- Provide technical support and advise to UNICEF sectoral colleagues and partners on gender responsive/transformative programming and ensure incorporation of gender indicators and measures in programmes/projects, policy initiatives, proposals, and M&E systems.

- Develop tools, checklists to guide sections in integration of gender perspective in their areas of work
- Support gender analysis, gender reviews and other related studies to promote evidence based programming
- Support regular convening of the ECO gender working group, keep proper records and follow-up on action points

Capacity building and knowledge management;

- Support development of systems, tools and processes that enable staff members and external partners to enhance their understanding and adoption of gender transformative programming
- Coordinate capacity building initiatives for sectoral team and partners to incorporate gender equality in to their area of work
- Document and share lessons, promising and innovative practices on gender programming internally and externally

Program management, monitoring and delivery of results

- Provide technical support in indicator identification, measurement and performance tracking as it relates to gender mainstreaming and the Targeted Gender Priorities, in collaboration with Planning, M&E and planning section and sectoral teams.
- Support the strengthening of data systems and collection, as well as accountability mechanisms to monitor and evaluate progress on gender results.
- Support high quality reporting on gender results, and a biannual performance review of GAP specified results.
- Work closely with evaluation colleagues to effectively integrate data collection, tracking, analysis and reporting on the indicators for the GAP into programme results and gender performance benchmarks into M&E systems.

Advocacy, networking, and partnership

- Conduct mapping of potential new partnerships and leverage existing partnerships with local women/girls led and women's' right organizations
- Build strategic alliances for gender equality with various partners, including institutional links with UN agencies and other relevant entities.
- Support resources mobilization efforts for gender focused and impactful gender programming in close collaboration with the resource mobilization unit and sectoral teams.

IV. Impact of Results

The JPO's contribution will be instrumental in meeting the objectives set in the new country program document to integrate gender equality in all programming areas and achieve high-level gender results in the prioritized

areas by ensuring timely and quality technical support and follow-up. Increased investment is critical to implement gender programs at scale. Thus, the JPO's will support resource mobilization efforts by forging strategic partnerships with development partners and other UN agencies.

V. Competencies and level of proficiency required

Core Values attributes

- Care
- Respect
- Integrity
- Trust
- Accountability

Core competencies skills

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

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 Gender, Development Studies, Social Science and related fields is required:
Experience:	<p>A minimum of two years of professional experience in designing, implementing, managing, and delivering results-based programmes/projects on gender and development, especially at country/field level related to the Gender Action Plan.</p> <p>Relevant experience in a UN system agency or organization is considered as an asset.</p>
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>