



UNITED NATIONS CHILDREN'S FUND
JPO Request Form



UNICEF Country Office in Colombo, Sri Lanka.

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 assignments during and after the 2nd year
- In addition, the JPO will benefit from the following specific learning opportunities in the receiving office:

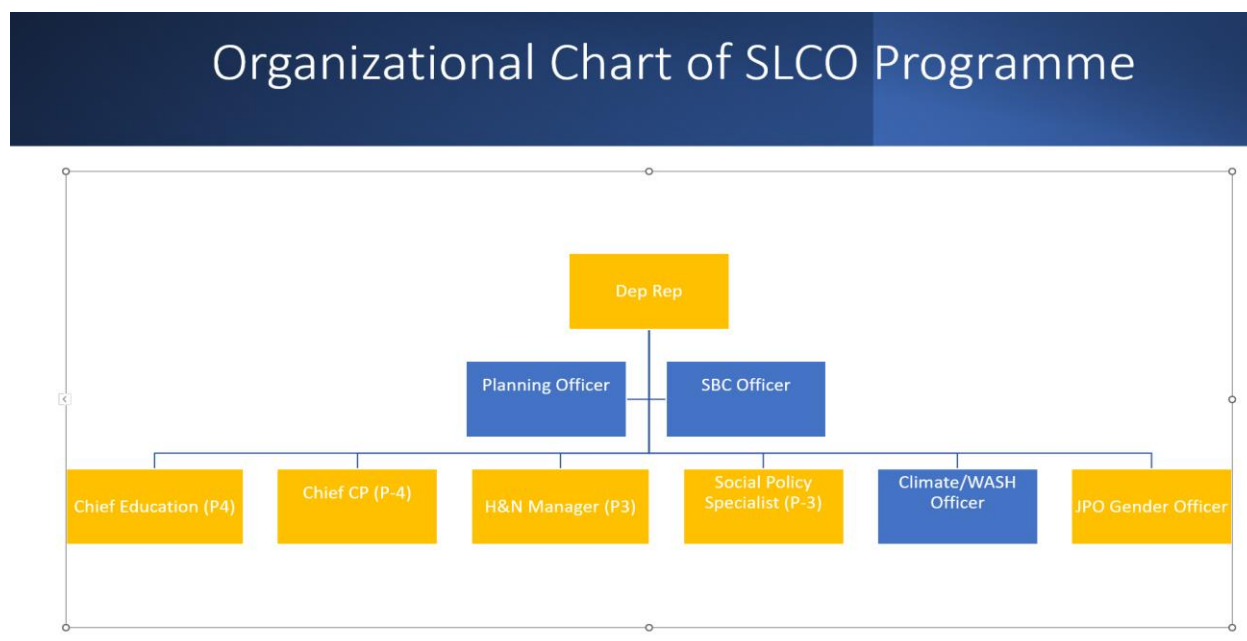
- The supervisor has been a JPO in the past, and she has supervised and mentored young international and national staff, most of whom have developed a career in UNICEF.

- The JPO will have the opportunity to participate in the Regional Gender Network with other gender officers, specialists and focal points and in the different national coordination groups with other UN agencies and civil society organizations.

Information and living condition of Duty station: [For Filed Office locations only]	
General Information	<p>Sri Lanka currently offers a stable and safe living environment. However, the cost of living is relatively high due to increased food and accommodation costs. Colombo, the commercial capital of the country, is located on the west coast of the island in the Western Province, adjacent to the administrative capital, Sri Jayawardenepura Kotte. The climate in Colombo is fairly temperate throughout the year, with high humidity. The average temperature from March to April is around 32 degrees Celsius (88 degrees Fahrenheit). The only significant weather change occurs during the monsoon seasons from May to August and October to January, when heavy rainfall is common.</p> <p>The JPO will be based at the UNICEF Sri Lanka Country Office in Colombo 7. The office is in a central area, in a pleasant compound with two residential buildings. Both buildings underwent extensive renovation in 2015 to make the working environment bright and modern. Office spaces are shared. The UNICEF Country Office will be moved to the UN Compound located in Colombo 7 during Q2 of 2025.</p> <p>Most international staff have cars, but cheap and reliable taxi services are available. Public transport is not well developed in Colombo. Importing a second-hand vehicle costs around US\$25,000 – 35,000. UNICEF supports staff in obtaining licenses and insurance, but UN/Diplomatic plates are not afforded to staff in Sri Lanka.</p>
Security	<p>Following the end of the civil war in 2009, Sri Lanka has had a peaceful living environment, and the UNDSS has brought all security levels to 'moderate' (level) island-wide. The city of Colombo is safe, and crime is relatively limited in the city and suburbs.</p> <p>Both UNDSS and UNICEF ensure that housing is secure and meets UN safety and security standards. In general, female harassment in public spaces persists, particularly in public transport services.</p> <p>UNDSS and UNICEF provide initial security briefings for new recruits and keep staff informed of security developments via SMS, email, apps and meetings.</p>
Housing	<p>Very good and safe housing is available in Colombo to cater to any type of requirement from services condominiums to individuals renting out premises. Rates range from US\$ 650-3000 per month depending on the type/size of housing.</p> <p>The UNICEF Administrative Section will guide and provide support in finding safe and suitable housing.</p>
Schools & Childcare	<p>Both expatriates and Sri Lankan students attend international schools in Colombo: Overseas School of Colombo, British School in Colombo, Colombo International School, Elizabeth Moir School, and Ecole Francaise Internationale de Colombo.</p> <p>Even though the current UNICEF does not have Creche facilities, Day Care centers can be found in and around Colombo and closer to the office. Please contact HR or Admin units for more information.</p> <p>Japanese-speaking children can attend a small Japanese school in Colombo. The Embassy of the Russian Federation operates a school for Russian-speaking students.</p>

	Hindi classes are available for Indian students at the Indian High Commission. Additionally, the respective embassies arrange classes in Swedish, French, and Dutch.
Work for spouses & partners	Qualified spouses are welcome to apply for vacant posts and consultancies. They will be considered according to the UNICEF spouse employment guidelines and granted a residence visa as an accompanying spouse.

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 Gender Officer
 Supervisor Title/ Level: Deputy Representative
 Organizational Unit: Programmes
 Post Location: Colombo, Sri Lanka

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

II. Strategic Office Context and purpose for the job

Strategic office context:

Sri Lanka is a lower-middle-income country facing a severe economic crisis that is jeopardizing progress towards the SDGs. According to the World Economic Forum's Global Gender Gap Report in 2021, the country dropped 14 places and now ranks 116th out of 156 countries. The UNDP's Gender Inequality Index is among the lowest in South Asia.

Sri Lanka has made progress towards achieving gender equality and closing sustainable development gaps in recent years. Women's literacy rates exceed those of men—an estimated 91.7 per cent of women are literate compared to 90.8 per cent of men. Although education rates are high, only 50% of women complete secondary and tertiary education compared to 63% of men, contributing to their underrepresentation in the workforce. Before the pandemic, women comprised 35% of the labour force, dropping to 32% in 2022.

However, although gender parity has been achieved across many social indicators for children, including in the health and education sectors, disparities emerge during adolescence and adulthood. Gender-based violence and sexual harassment remain significant concerns that directly affect girls and boys. One in three women experiences GBV. About 62% of female homicide victims are killed by intimate partners or family members, mostly at home. Approximately 24.9% of women have faced physical and/or sexual violence from partners or non-partners, and 18.8% have experienced intimate partner violence in their lifetime. Social norms often condone such violence.

Gender equality is essential to realizing UNICEF's mandate to uphold the rights of all children. UNICEF Sri Lanka has initiated the implementation of a new five-year Country Programme Document (CPD) 2023-2027 in partnership with the Government of Sri Lanka and CSOs. The CPD underscores the need for applying a gender lens across programming areas in line with UNICEF's global framework and identifies gender as a cross-cutting area. Attention is drawn specifically to the disparities emerging during adolescence and adulthood.

To effectively address the key gender issues across all goal areas to operationalized the CPD, the country office is elaborating this GAP 2023-2027 in line with the Global UNICEF Gender Action Plan (2022-2025).

In order to enhance the gender expertise and capacity within the country office (CO), it is imperative to acknowledge that the CO currently lacks a fully dedicated gender officer or specialist due to its small to medium size. Consequently, the responsibility for gender programming, along with other cross-cutting areas, rests with the Deputy Representative. The support of a Junior Professional Officer (JPO) will be indispensable in bolstering the dedicated gender capacity and expertise within the Country Office for the effective implementation of the Gender Action Plan (GAP).

Purpose for the job:

In alignment with the GAP, the role of the Gender Programme Officer is primarily technical and programmatic and will support advocacy and coordination. The Officer will provide technical guidance/operational support throughout all stages of programming to facilitate the management and delivery of results contributing to gender equality in alignment with the Gender Action Plan. S/he supports the development, implementation, and monitoring of high quality gender programming across sectors in alignment with the Gender Action Plan.

S/he will support senior programme colleagues and management of the Country Office to advance the Gender Action Plan with the support from the Regional Gender Adviser. 1)S/he also plays a role in supporting the sectors to mainstream gender by prioritizing key gender results with a strong gender relevance; 2) supports cross-sectional collaboration and coordination on key programmatic results on gender, contributing to coherence, maximization of synergies and efficiency in utilization of resources and delivery of results; 3) works with programme colleagues and management so that gender results are effectively defined, measured, and reported, and high quality assessment, research, evidence generation and evaluation on gender programming is undertaken and utilized and 4) Supports effective review, assessment, planning, capacity

building, and knowledge management on gender;

Under direct supervisor of the Deputy Representative the JPO will be responsible for the following key functions/accountabilities:

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

1. **Provide management and advisory support to the Deputy Representative to implement the GAP for the Sri Lanka CO.** In collaboration with sectoral colleagues and under the guidance of the Deputy Representative, provide technical assistance and participate in the planning, implementation, and monitoring of the sectoral and cross-sectoral gender interventions.
2. **Support to program/project development and planning.** Provide technical support on integration of gender into the different country programming phases. In collaboration with sectoral colleagues and senior management, assist in identifying the areas of focus for gender programming with the greatest potential for impact and scale in alignment with the GAP and the country/regional priorities.
3. **Program management, monitoring and delivery of results.** Participate in cross-sectoral collaboration and coordination on key programmatic results on gender, ensuring coherence, maximization of synergies and efficiency in utilization of resources and delivery of results. Participate in relevant coordination bodies at the inter-agency level (gender theme group or other networks), and provide technical support of inter-agency joint programmes.
4. **Advisory services and technical support.** Provide technical support and guidance to national governments, NGOs, UN Agencies, and other country-level and local-level partners on aspects of gender programming and contribute to the incorporation of gender indicators and measures in programmes/projects, policy initiatives, proposals, and M&E systems.
5. **Support Advocacy, networking and partnership building.** Support building and maintenance of internal and external partnerships and networks in the development of harmonized, gender-transformative programme interventions.
6. **Innovation, knowledge management and capacity building.** Support documentation and sharing of the country-level experience in gender programming and lessons learned.

IV. Impact of Results

Overall, the Sri Lanka CO Gender Action Plan 2023-2027 will be implemented according to plan by all sectors with the technical support of the gender officer.

Sectoral and cross-sectoral programmes/projects on gender are effectively and efficiently supported and implemented in alignment with the Gender Action Plan's (GAP) and country/ regional/ sectoral priorities through the timely and systematic provision of support to strengthen the coordination and technical expertise on gender.

The performance of the gender programmes is timely monitored, analysed, and evaluated, and the findings of the measurement and research are integrated into the planning and reporting.

Knowledge, information, and best practices on effective gender programming are generated, managed, and shared within internal networks and with external partners to support programmes in changing gender disadvantage and discrimination.

V. Competencies and level of proficiency required

<u>Core Values attributes</u>	<u>Functional Competencies</u>
<ul style="list-style-type: none"> Care Respect Integrity Trust Accountability Sustainability 	<ul style="list-style-type: none"> Persuading and influencing (1) Applying technical expertise (1) Learning and researching (2) Planning and organizing (2)
<u>Core competencies skills</u>	
<ul style="list-style-type: none"> 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) 	

VI. Recruitment Qualifications

Education:	<p><i>A university degree in one of the following fields is required:</i></p> <ul style="list-style-type: none"> <i>Bachelors' university degree in the social sciences (i.e. sociology, demography, psychology, political science, social policy or economics), public health, public policy, public administration, international development, or in an area relevant to UNICEF's sectoral work (e.g. Health, Nutrition, CEED, Education, Child Protection, Social Inclusion, etc.).</i> <i>Academic credentials in gender are a strong asset.</i>
Experience:	<p><i>A minimum of two (02) 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.</i></p> <p><i>Relevant experience in a UN system agency or organization is considered as an asset.</i></p>
Language Requirements:	<p><i>Fluency in English is required. Knowledge of another official UN language or the local language of the duty station is considered an asset.</i></p>

