

## UNITED NATIONS CHILDREN'S FUND JPO Request Form



### **Training and Learning Plan**

- ✓ Participation in a one-week JPO Induction Programme in online.
- ✓ 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:

- ✓ Regular field missions and participation in national training sessions and webinars on the adolescent's youth development and employability organized by the UNICEF and/or Partners. Participation in regional and global capacity building opportunities and others will be supported, when relevant.

### **Career prospects and potential for retention**

This position holds a significant promise in the current landscape. With the Ivorian government's ongoing dedication to advancing adolescent and youth development and employability, the responsibilities and impact of a JPO in this context are poised for growth and expansion. The unwavering commitment of the Ivorian government in this area implies a sustained need for UNICEF's support, potentially leading to increased funding opportunities. As the program undergoes a midterm review, there exists a real possibility to institutionalize the position and create additional roles that can be funded by international donors. This not only enhances the career prospects of a JPO but also underscores the organization's commitment to fostering

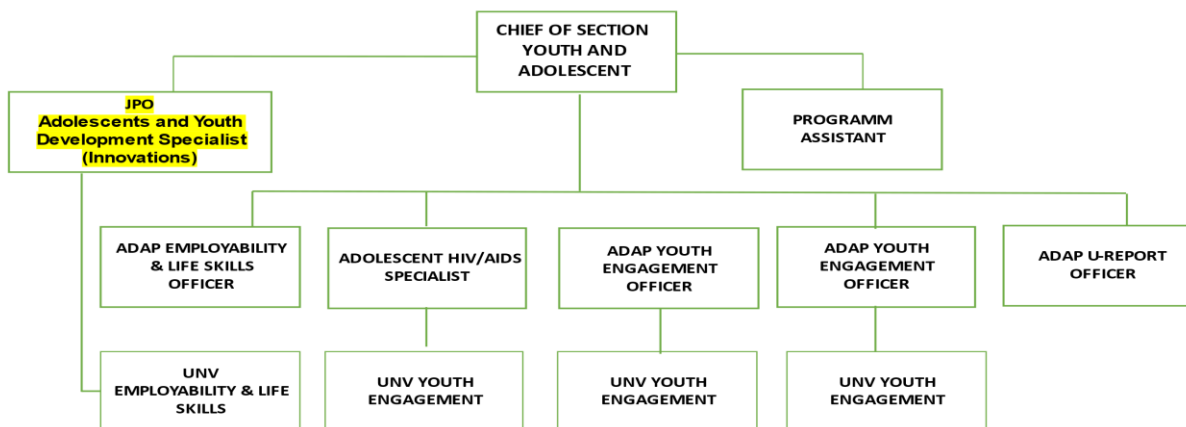
talent and retaining valuable professionals who contribute to the critical mission of enhancing adolescent development and employability in Cote d'Ivoire.

### **Supervisor's experience in coaching and development of young professionals**

The supervisor is a former young leader grown into an Adolescents Development specialist. She has over 18 years of experience working with and for young people at country, regional and global levels. During the last 11 years, the supervisor has directly supervised 11 Young professional in Adolescents Holistic Development within and outside UNICEF. 5 among them have ascended to influential managerial positions within international organizations.

<b>Information and living condition of Duty station: [For Filed Office locations only]</b>	
General Information	<p>A country of about 29 million inhabitants, Cote d'Ivoire is one of the most developed countries in West Africa, accounting for more than 40% of the West African Economic and Monetary Union's GDP and exports. The country remains politically stable and recently organized local elections that remained mostly peaceful. The official language of the country is French, and the diplomatic and expatriate community is large and diverse.</p> <p>UNICEF main Office is in Abidjan, the economic capital and largest city of the country. A cultural crossroads of West Africa, Abidjan is characterized by a high level of industrialization and urbanization. The transport network is developed and offers safe options to commute within the city and between major towns.</p> <p>Abidjan features a tropical wet and dry climate with a long rainy season from March to July, a short rainy season from September to December, and three dry months (January, February and August).</p>
Security	<p>The Security Level in Abidjan is classified as Moderate (Level 3) as per the UN security management system in Cote d'Ivoire. The political situation remains relatively calm, and the next general elections will take place in 2025. Terrorism remains a concern especially in the North part of the country bordering Mali and Burkina Faso. Despite some security challenges, there is a quick response Police service and effective fire services.</p>
Housing	<p>Different types of long-term accommodation are available in Abidjan: standalone houses, houses in gated compounds, apartments. These could be furnished and/or fully serviced, or unfurnished. Electricity and running water are available, although this may not be 24hrs in few areas of Abidjan. Costs are reasonable but vary per location.</p> <p>Upon arrival, you staff reside in a hotel or apartment until they get a permanent housing. Long term accommodation can be found through available Real estate agencies.</p>
Schools & Childcare	<p>Abidjan has the French School, and several other international schools offering an international curriculum, some with the international baccalaureate Programme.</p> <p>There is a large network of privately owned kindergartens and pre-schools.</p>
Work for spouses & partners	<p>Work opportunities for spouses/partners are limited but available within the UN system, the INGO sector, and other International Organizations. UNICEF has a specific policy for supporting spouses of international staff installed in the country with their spouses to access to opportunity of consultancy within the organization.</p>

## Reporting line of the JPO: the JPO will report to the head of Youth & Adolescent Head of Section



## UNITED NATIONS CHILDREN'S FUND SPECIFIC JOB PROFILE

### I. Post Information

Job Title: **Adolescents and Youth Development Officer (Innovations)**  
 Supervisor Title/ Level: **Chief of Section Youth and Adolescents Level 4**  
 Organizational Unit: **Youth and Adolescent**  
 Post Location: **Abidjan-Cote d'Ivoire**

Job Level: **Leve 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 favoritism. To the degree that any child has an unequal chance in life — in its social, political, economic, civic and cultural dimensions — her or his rights are violated. There is growing evidence that investing in the health, education, and protection of a society's most disadvantaged citizens — addressing inequity — not only will give all children the opportunity to fulfill their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. 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, while also supporting the equitable development of nations.

Globally, UNICEF supports the systematic development of a breadth of transferable skills, at scale, across the life course and through multiple learning pathways – formal, non-formal and community based. Under the Strategic Plan 2018-2021, Goal Area 2, UNICEF focuses on improving systems that develop the skills of girls and boys from early childhood to adolescence, in order to promote equitable learning, personal empowerment, active citizenship, non-violence, gender equality and employability, both in and out of schools. UNICEF's ADAP and Education Strategies highlights our commitment to providing multiple engagement and learning pathways for adolescents by introducing and scaling up innovative approaches that will enable UNICEF to respond to the increasingly important and critical period in which children transition to adulthood.

Adolescents and Young people represent over 30% of the population in Cote d'Ivoire. Poverty, limited access to education and skills development opportunities, opportunity costs, a mismatch between training programs and labor market needs, and harmful gender norms are among the main reasons for their increasing vulnerability. According to the National Employment Survey, 35% of youth are not in education, employment, or training. Despite progress achieved in the sector of education during the last decade, adolescents and young people continue to face limited access (and completion) to quality education and training opportunities, leading to poor employability, an increased risk of social exclusion, with consequences in terms of poverty, marginality, empowerment, and vulnerability to radical and violent discourse. These risks are particularly high for the 52.8% of adolescent girls and young women and the 36.2% of adolescent boys and young men aged 15-24 who are illiterate. They are also high for the 35% of adolescents and young people aged 15-24 who are not in school, employment, or training (NEET), a situation that affects 44.2% of girls and 44.1% of adolescents and young people in rural areas. It is estimated that 450,000 young people among those who have been able to attend leave the school system without a diploma or qualification annually.

The Government of Côte d'Ivoire has taken several initiatives to promote the empowerment and socio-professional integration of young people. Since 2019, UNICEF Cote d'Ivoire is supporting the Ministry of Youth to design and implement a tailored multi-sectoral civic service program to empower and improve employability of the most disadvantage, marginalized adolescent girls and young women through the Girl Power Initiative. In 2021, encouraged by the results, the government of Côte d'Ivoire decided to scale up the implementation of the model in 14 regions to reach more young people with empowerment and employability programs, through the government's 2023-2025 youth plan. UNICEF Cote d'Ivoire country office is currently contributing to these efforts, through technical and financial support.

The government of Cote d'Ivoire is also working to leverage the potential of the green and blue entrepreneurship to address the multiple crisis of youth unemployment, the need to develop skills for the fourth Industrial revolution, greening the environment while contributing to a healthy planet, ultimately leading to prosperity for all. In 2020, the country prepared a National Integrated Strategy for promoting green and blue jobs to explore job creation niches and create opportunities in the green and blues sectors, including for young people. To contribute to the implementation of the above-mentioned strategy, UNICEF and the Ministry of Youth launched Green Yoma in 2022. [Yoma](#) is a digital marketplace where youth can build their futures by actively engaging in social impact tasks as well as learning to earning opportunities. Green Yoma seeks to respond to the unemployment and well-being crisis by innovatively engaging young people in concrete pathways from learning to earning that build their skills and connect them to livelihoods in the blue and green economies.

**Purpose for the job:**

**Under direct supervisor of Chief of Youth and Adolescent (P4), the Adolescents and Youth Development Specialist (Innovations) will be responsible for the following key functions/accountabilities:**

- preparation and support to the development and scaling up of the innovation and employability programs
- managing of the innovation and employability programs. He/ she will provide technical guidance and management support throughout the programming processes to facilitate the administration and achievement of results to improve agency and employability, particularly for adolescents' girls, young women and other marginalized, disadvantage and excluded groups of young people

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

- Strategy design and improvement of the programs
- Programme management, monitoring and delivery of results.
- Networking and partnership building.
- Innovation, knowledge management and capacity building

#### **Strategy design and improvement of the Adolescents and Youth Development Specialist (Innovations) programs**

- Participate in strategic program discussion on the planning of A&Y innovation and employability programs. Contribute to the preparation of the program proposals for the innovation and employability programs, ensuring alignment with UNICEF's Strategic Plans and Country Programme and coherence/integration with the UN Development Assistance Framework (UNDAF), regional strategies and national priorities.

#### **Programme management, monitoring and delivery of results**

- Plan and collaborate with internal colleagues, external partners and young people to establish monitoring benchmarks, performance indicators and other UNICEF/UN system indicators to assess/strengthen performance accountability, coherence and delivery of concrete and sustainable results for the innovation and employability programs.
- Participate in monitoring and evaluation exercises and reviews with the government, other counterparts and young people to assess progress and to determine required action/interventions to achieve results.
- Identify lessons learned and use knowledge gained for development planning and timely intervention to achieve goals.
- Prepare regular and mandated program reports for management, donors and partners to keep them informed of program progress
- Provide technical guidance and operational support to government counterparts, NGO partners, UN system partners and country office partners and donors on interpretation, application and understanding of UNICEF policies, strategies, processes and best practices and approaches on education and related issues to support program management, implementation and delivery of results.

#### **Advocacy, networking and partnership building for adolescents & youth innovation and employability Network**

- Build and sustain effective close working partnerships with relevant government counterparts, national stakeholders, global partners, donors, private sectors, academia and youth organizations and networks through active networking, advocacy and effective communication to build capacity, exchange knowledge/expertise and to reinforce cooperation to achieve sustainable and broad results on education programmes.
- Prepare communication and information materials for CO program advocacy to promote awareness, establish partnerships and support fund raising for the Youth & adolescents' innovation, engagement and employability for sustainable development programs.
- Participate and/or represent UNICEF in appropriate inter-agency (UNCT) discussions on youth and adolescent and related issues to collaborate with inter-agency partners/colleagues on UNDAF planning

<p>and preparation of programs/projects ensuring organizational position, interests and priorities are fully considered and integrated in the UNDAF process in development planning and agenda setting.</p> <ul style="list-style-type: none"> <li>▪ Support in the development of effective private sector engagement strategies for adolescents and youth and adolescents' engagement and employability.</li> </ul>
<p><b>Innovation, knowledge management and capacity building</b></p> <ul style="list-style-type: none"> <li>• Apply and introduce innovative approaches and good practices to build the capacity of partners and stakeholders and to support the implementation and delivery of concrete and sustainable programme results.</li> <li>• Keep abreast, research, benchmark, and implement best practices in adolescents and youth development and employability management. Assess, institutionalize and share best practices and knowledge learned.</li> <li>• Contribute to the development and implementation of policies and procedures to ensure optimum efficiency and efficacy of sustainable programs and projects.</li> <li>• Organize and implement capacity building initiatives to enhance the competencies of clients/stakeholders to promote sustainable results on education and related programs/projects.</li> </ul>

#### IV. Impact of Results

The efficiency and efficacy of support to be provided by the JPO Innovation, engagement and employability program in the preparation, planning, implementation, reporting and documentation of the program will contribute to the consolidation of a nationally owned and led innovative program model to achieve sustainable results to improve agency, empowerment and employability of adolescents and young people at scale.

Success will contribute to maintaining and enhancing the leadership and credibility of the organization to provide program services for adolescents and young people, particularly girls, that promotes greater social equality in the country.

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

<p><b><u>Core Values attributes</u></b></p> <ul style="list-style-type: none"> <li>• Care</li> <li>• Respect</li> <li>• Integrity</li> <li>• Trust</li> <li>• Accountability</li> </ul> <p><b><u>Core competencies skills</u></b></p> <ul style="list-style-type: none"> <li>• Nurtures, Leads and Manages People (1)</li> <li>• Demonstrates Self Awareness and Ethical Awareness (1)</li> <li>• Works Collaboratively with others (2)</li> <li>• Builds and Maintains Partnerships (2)</li> <li>• Innovates and Embraces Change (1)</li> <li>• Thinks and Acts Strategically (2)</li> <li>• Drives to achieve impactful results (2)</li> <li>• Manages ambiguity and complexity (1)</li> </ul>	<p><b><u>Functional Competencies:</u></b></p> <ul style="list-style-type: none"> <li>• Persuading and influencing (2)</li> <li>• Applying technical expertise (1)</li> <li>• Learning and researching (1)</li> <li>• Planning and organizing (1)</li> <li>• </li> </ul>
--	---

VI. Recruitment Qualifications	
Education:	An advanced university degree (Master) in one of the following fields is required: <i>social and behavioral science, sociology, anthropology, psychology, education, development or another relevant technical field.</i>
Experience:	<ul style="list-style-type: none"> <li>- A minimum of two years of professional experience in programme planning, management, and/or research in youth and adolescents' development, is required.</li> <li>- Experience working in an adolescent's development or education sectors in a developing country is considered as an asset.</li> <li>- Relevant experience in a UN system agency or organization is considered as an asset.</li> </ul>
Language Requirements:	Fluency in French and English is required. Knowledge of another official UN language or local language of the duty station is considered as an asset.