



## UNITED NATIONS CHILDREN'S FUND JPO REQUEST FORM



### Training and Learning Plan

- ✓ Participation in a one-week JPO Induction Program 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 programs;
- ✓ 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;

- ✓ Opportunities to benefit and engage in capacity building sessions within the DRC country Office, Regional Office and HQ, including Gender staffing and capacity building courses.
- ✓ Enrollment in the GenderPro Credential for the gender focal points from Washington University.
- ✓ Regular field missions to monitoring UNICEF gender-related initiatives across programs.
- ✓ Participation and engagement in regional and headquarters initiatives related to gender equality and girl's empowerment across sectors.
- ✓ Opportunity to learn and provide technical support on several programs and initiatives on gender equality, girl's empowerment, and youth engagement.
- ✓ Exposure to Senior Management and high-level decision-making

Potential for retention:

UNICEF will start its new program of cooperation with the government of DRC for the period 2025-2029. This position is included in the recently approved new structure of the Country office. Other opportunities of retention are:

- ✓ The inclusion of the JPO in the gender specialist network in the WCAR region.
- ✓ Recommendations for gender specialist positions at regional, global and countries offices level.

The supervisor will support the JPO to develop his/her career development plan and provide the required guidance and coaching.

Supervisor's experience in coaching and development of young professional:

- ✓ The Gender Program Specialist at P4 level has a vast experience of more than 13 years manage large scale programs and multicultural teams in different regions, contexts, and UN agencies.
- ✓ She manages and coaches almost 20 young professionals, including JPO, fellowships and UN volunteers (national and international) with an excellent track result in terms of career development, learning and retention of young talents in the organization.
- ✓ The supervisor is the chief of the Gender Unit at UNICEF DRC country Office, member of Country Management Team (CMT) and leading a team which includes a National Gender Officer (NO2), a Program Associate (GS6) and a Monitoring and Evaluation Specialist (International UNV).
- ✓ She is a former international UN volunteer and junior consultant and has experience working in different staff categories in UNICEF and others UN agencies.

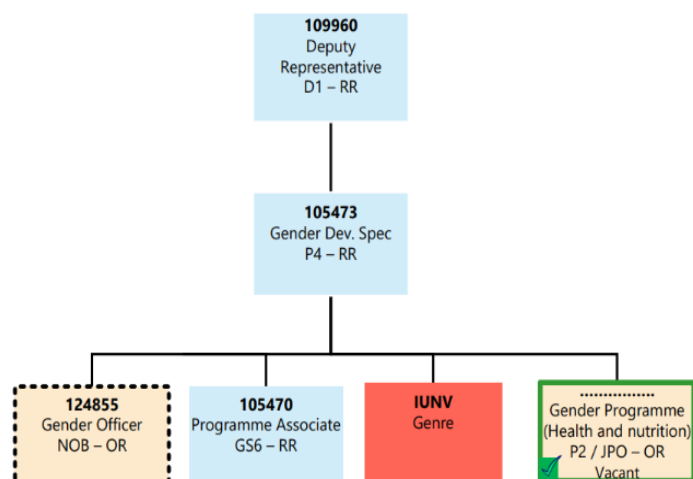
Information and living condition of Duty station: [For Filed Office locations only]	
General Information	<p>The Democratic Republic of Congo (DRC) has one of the fastest growing populations in the world, driven by a growth rate of 3.2 per cent per year. With an estimated population of 107 million in 2021, children under the age of 15 represent 48 percent and women 51 percent. The DRC is expected to reach close to 148 million people in 2035. Life expectancy at birth is estimated at 60.7 years in 2019, up 1.4 years from 2015. The urban population accounts for 48 percent and will reach 50% in 2027, with a high concentration in the capital, Kinshasa. DRC is also the second largest country in Africa, and it comprises 26 provinces.</p> <p>Despite its natural wealth (water, minerals, arable land), the DRC is one of the poorest countries in the world with around 60 million people, living on less than \$2.15 a day in 2022. Roughly one out of six people living in extreme poverty in Sub-Saharan Africa lives in the DRC. 3 out of 4 children, or 75 per cent of all children in DRC, are multidimensionally poor and deprived in at least three dimensions of well-being. The most common deprivation for children less than 5 years old are nutrition and child protection.</p>
Security	<p>The Security Level in Kinshasa is classified as moderate (Level 3) as per the UN security management system in DRC. Crime (Level 4) and civil unrest (level 4) are the two main security challenges to UN operations in Kinshasa.</p>
Housing	<p>Different types of long-term accommodation are available in Kinshasa: standalone houses, houses in gated compounds, apartments. These could be furnished and/or fully serviced, or unfurnished.</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 Kinshasa which schools your compatriots prefer for their kids.</p>

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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.
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## Reporting line of the JPO

### Programme Coordination – Gender



\*\*\*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 Program Officer (Health and nutrition)**  
 Supervisor Title/ Level: **Gender Program Specialist, P4**  
 Organizational Unit: **Gender Unit / Program Coordination**  
 Post Location: **Kinshasa, DRC**

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

## II. Strategic Office Context and purpose for the job

### Strategic office context:

UNICEF's work on gender equality has been guided by the Gender Action Plan 2014-2017 (GAP), which endeavors to advance gender equality and the empowerment of women and girls in key areas of UNICEF's work. The Gender Action Plan identified four target gender priorities – ending child marriage, promoting gender-responsive adolescent health, advancing girl's secondary education, and addressing gender-based violence in emergencies – and elucidated the gender dimensions within each of UNICEF's seven strategic outcome areas – Health, Nutrition, Water Sanitation & Hygiene, Education, Child Protection, HIV/AIDs and Social Inclusion. Additionally, the Gender Action Plan has included indicators for measuring the success of UNICEF's gender programming and outlined steps to strengthen UNICEF's institutional effectiveness in promoting gender equality throughout its programmatic work.

Between 2021 and 2023, UNICEF DRC set up an integrated mechanism to embed gender equality, GBV risk mitigation and protection from sexual exploitation and sexual abuse (PSEA) across all programmes. The internal mechanism aims to equip programmatic sections and field offices to implement concrete actions to operationalise existing strategies on these three (3) interrelated workstreams.

Regarding health and nutrition programs, UNICEF works closely with the Ministry of Health and other partners, to integrate a gender transformative approach throughout its programs. Immunization, maternal and neonatal health, adolescent health, and Vitamin A Supplementation are priority areas for the development and implementation of gender transformative approaches, aligned with GAP main results.

The **Gender Programme Officer** post will have a particular focus on **health and nutrition programs**, whilst also assisting in other areas of work, such as overall monitoring and technical support to programmes in close collaboration with colleagues from all sections and field offices.

### Purpose for the job:

The **Gender Program Officer** provides professional technical and operational assistance throughout the gender programming process, particularly for health and nutrition programs of the DRC Country Office. The incumbent prepares, executes, manages, and implements a variety of technical and administrative programme tasks to facilitate technical assistance, programme development, implementation, monitoring, evaluating, and reporting. The JPO will support the Programme Section's ability to ensure technical excellence and quality of gender transformative approaches development and implementation, within the broader context of the UNICEF country programme.

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

- 1) Ensuring high-quality gender transformative programming accros health and nutrition programs.
- 2) The JPO will be accountable for effective planning, monitoring, evaluation, and analysis of progress in gender equality results in health and nutrition programs.

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

Under direct supervision of the Gender Programme Specialist (P4), the JPO will be responsible for the following key functions/accountabilities:

- Provide technical assistance for the development and implementation of high-quality gender programming across sectors.
  - Contribute to effective monitoring, evaluation, and analysis of progress in gender equality across all sectors.
  - Support effective capacity building, and knowledge management on gender equality.
  - Contribute to create and maintain strategic partnership and networking on gender equality.
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- 1. Provide technical assistance for the development and implementation of high-quality gender programming across sectors in alignment with the Gender Action Plan**
    - Contribute to the implementation of the gender strategy at country level.
    - Support sections and field offices in the effective integration of the gender transformative approaches.
    - Support assessment and identification of gender needs for emergency preparedness and response.
    - Facilitate cross-sectional collaboration and coordination on key gender priority areas (child marriage, GBV, adolescent health, menstrual health management, etc.).
    - Support efforts to operationalize the GGP mechanism in close collaboration with the teams responsible for GBV and PSEA, and the gender task force at country level.
  
  - 2. Contribute to effective monitoring, evaluation, and analysis of progress in gender equality across all sectors, including the production, collection and analysis of gender-specific data.**
    - Support data collection and analysis on gender equality issues across sectors.
    - Contribute to management of partners work on gender in health and nutrition areas, including capacity building and technical assistance.
    - Provide technical input to donor reports (narrative and financial) and the office's annual reports (RAM, COAR, Dashboard, etc.).
  
  - 3. Support effective capacity building, and knowledge management on gender equality.**
    - Contribute to documentation of best practices and lessons learned in the development and implementation of gender transformative approaches across sectors.
    - Conduct training and workshops for staff and partners on gender equality and GGP mechanism.
    - In collaboration with the communication and social behaviour Change (SBC) teams, ensure that gender equality dimension is integrate in communications, messages, and products across sectors.
  
  - 4. Contribute to creating and maintaining strategic partnership and networking on gender equality.**

- In close collaboration with the Gender Programme Specialist, build and maintain partnerships with local and international organizations working on gender equality.
- In agreement with the Gender Programme Specialist, participate actively in meetings and activities of the United Nations System (ONE UN Gender-team) and the government in the field of gender equality and related areas.
- Contribute to strengthening gender mainstreaming in national strategies and programs, as well as joint initiatives within the UN System in which UNICEF DRC participates.

#### **IV. Impact of Results**

The Programme Gender Officer will contribute to ensure high-quality gender programming in key areas of one of UNICEF's largest Country Offices globally. The JPO will work closely with colleagues from the different sections and field offices of UNICEF DRC Country Office and will play a key role in promoting an inter-sectoral approach and the integration of gender equality in various programs, especially in health and nutrition areas.

The efficiency and efficacy of support provided by the Gender Programme Officer to programme preparation, planning and implementation, will facilitate the critical inclusion of gender considerations throughout UNICEF's programmes, enable senior management to make strategic decisions and contribute to the overall achievement of the organization's sustainable results for children, girls, and boys.

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

##### **Core Values attributes**

- Care
- Respect
- Integrity
- Trust
- Accountability

##### **Core competencies skills**

- Nurtures, Leads and Manages People (1)
- 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 (1)
- Drives to achieve impactful results (2)
- Manages ambiguity and complexity (2)

##### **Functional Competencies**

- Persuading and influencing (1)
- Applying technical expertise (1)
- Learning and researching (2)
- Planning and organizing (2)

## VI. Recruitment Qualifications

Education:	<p>A university degree in one of the following fields is required:</p> <p>Advanced university degree (Masters) 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, WASH, Education, Child Protection, Social Inclusion, HIV/AIDs, etc.)</p>
Experience:	<p>A minimum of two years of professional experience in one or more of the following areas is required: Gender equality, women and girl's empowerment, health and nutrition, social inclusion, program management and other related areas.</p> <p>Relevant experience in a UN system agency or organization is considered as an asset.</p>
Language Requirements:	<p>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.</p>