



TERMS OF REFERENCE FOR

JUNIOR PROFESSIONAL OFFICERS – (JPOs) Chiffre Nr. 2024-2-55

I. General Information

Title: Programme Analyst, GBV prevention

Sector of Assignment: Gender-based Violence

Organization/Office: United Nations Population Fund (UNFPA)

Country and Duty Station: Maseru, Lesotho / Nairobi, Kenya

Duration of assignment: 2 years with possibility of extension for another year. The extension of appointment is subject to yearly review concerning priorities, availability of funds, and satisfactory performance

Please note that for participants of the JPO-Programme two years work experience are mandatory! Relevant work experience can be counted. In order to assess the eligibility of the candidates, we review the relevant experience acquired after obtaining the first university degree (usually bachelor's degree).

The UNFPA Junior Professional Officer (JPO) Programme is intended to provide on-the-job training for young professionals who wish to obtain practical experience in development assistance. It gives them an opportunity to acquire professional knowledge in population projects in a developing country.

How you can make a difference

UNFPA is the lead UN agency for delivering a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. UNFPA's strategic plan (2022-2025), reaffirms the relevance of the current strategic direction of UNFPA and focuses on three transformative results: to end preventable maternal deaths; end unmet need for family planning; and end gender-based violence and harmful practices.

In a world where fundamental human rights are at risk, we need principled and ethical staff, who embody these international norms and standards, and who will defend them courageously and with full conviction. To find out more, click [here](#).

II. Supervision

Title of Supervisor:

Assistant Representative, Lesotho

GBV Specialist, Kenya

Content and methodology of supervision:

As part of the UNFPA JPO programme overall framework, the JPO will benefit from the following supervision modalities:

- Structured guidance provided by the supervisor, especially in the beginning of the assignment, with the purpose of gradually increasing the responsibilities of the JPO
- Establishment of a work plan, with clear key results
- Effective supervision through knowledge sharing and performance/development feedback throughout the assignment
- Easy access to the supervisor
- Participation in Unit/Team/Office meetings to ensure integration and operational effectiveness
- Guidance and advice in relation to learning and training opportunities within the field of expertise
- If more than one supervisor; clear agreement of the roles and responsibilities between the relevant parties
- Annual performance appraisal and development with the supervisor (PAD)

III. Duties, Responsibilities and Output Expectations

Purpose of the Position:

The Gender-Based Violence (GBV) Prevention Analyst will provide technical leadership and support to the UNFPA Lesotho, in the design, implementation, monitoring, and evaluation of programs related to GBV prevention.

Key responsibilities:

Within the context of UNFPA's 2022-2025 Strategic Plan and the Lesotho Country Programme Document, the Gender-Based Violence (GBV) Prevention analyst will provide technical support to the Lesotho, UNFPA in the design, implementation, monitoring, and evaluation of programs related to GBV prevention.

The JPO will:

1. Provide support for the development and implementation of GBV prevention programs and initiatives, based on UNFPA's comparative advantage.
2. In line with key priorities of the UNFPA prevention pillar of the UNFPA GBV Operational Plan, Flourish, work to support the rollout of a Comprehensive Sexuality Education implementation plan to strengthen GBV prevention, including resource mobilization efforts.
3. Support the evaluation of the Comprehensive Sexuality Education implementation plan, to determine the effectiveness of Comprehensive Sexuality Education programmes in preventing GBV in Lesotho.

4. Support to conduct assessments and research to identify and analyze GBV trends, drivers, and contributing factors in Lesotho through comparative and secondary data analysis, as well as supporting development of recommendations for interventions.
5. Support the Lesotho in developing, implementing, scaling-up, measuring and evaluating GBV prevention strategies that are evidence-based, gender-transformative, and culturally appropriate, in line with the GBV Operational Plan, Flourish [forthcoming], and the Country Programme Document.
6. Support the roll-out of the GBV prevention RESPECT framework, in partnership with other UN Organizations in Lesotho.
7. Develop and maintain effective partnerships with relevant organizations, government agencies, and community-based organizations to promote GBV prevention.
8. Participate in the development and implementation of monitoring and evaluation frameworks to measure the impact of GBV prevention programs and initiatives.
9. Support knowledge sharing processes by ensuring that the Lesotho office colleagues are continuously abreast of new publications and evaluations, generated by UNFPA as well as external sources.
10. Identify opportunities for south south and triangular learning globally to increase transformative function of GBV prevention programming in achieving zero gender-based violence.
11. Support ongoing efforts to coordinate and enable resource mobilisation efforts to be directed to GBV prevention programming.
12. Perform other duties as assigned by the supervisor.

IV. Qualifications and Experience

Education:

Master's degree in social sciences or related fields with specialized knowledge in the field of gender studies, human rights, or a related field.

Work experience:

At least 2 years of experience in GBV prevention, gender equality, and/or human rights programming. Prior experience in developing countries is an asset.

Languages:

Fluency in English. Knowledge of other working languages of the UN is an asset

Other skills:

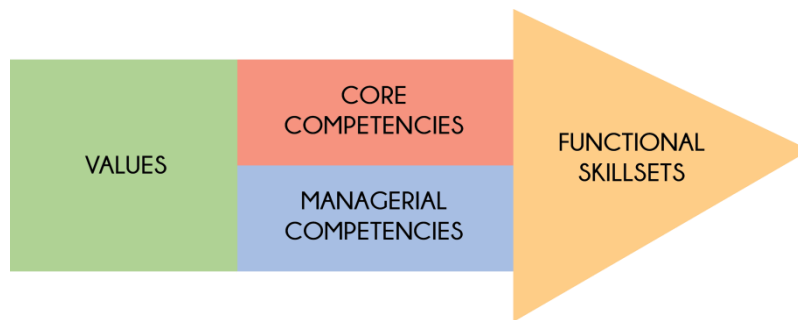
- Ability to write clearly and concisely
- Initiative, sound judgment and demonstrated ability to work harmoniously with staff members from different national and cultural backgrounds
- Strong interpersonal, communication, and analytical skills.

V. Learning Elements

Upon completion of the two-year assignment, the JPO will be able to:

- Appraise and prepare projects addressing GBV prevention
- Write assessment reports on the subject of GBV prevention
- Monitor progress in social and gender norms transformation
- Prepare project proposals and budgets

VI. Required Competencies



Values: Exemplifying integrity, Demonstrating commitment to UNFPA and the UN System, Embracing diversity in all its forms, Embracing change

Core Competencies: Achieving results, Being accountable, Developing and applying professional expertise/business acumen, Thinking analytically and strategically, Working in teams/managing ourselves and our relationships, Communicating for impact

Functional Skill Set: Knowledge of international human rights frameworks and GBV prevention and response strategies

VII. Background Information

Information on the receiving office:

The GBV prevention JPO position is based within the Lesotho Country Office in the first year, and in the Gender and Human Rights Branch, Technical Division at UNFPA Headquarters in New York in the second-year.

The Gender and Human Rights Branch is responsible for promoting gender equality, the protection of human rights, particularly those related to sexual and reproductive health and rights, and the prevention and response to Gender Based Violence and Harmful Practices.

The JPO will be working to support GBV prevention initiatives, in line with the GBV Operational Plan “Flourish” and support implementation at the country level in Lesotho.

Transforming our World: The 2030 Agenda for Sustainable Development

On 25 September, the United Nations General Assembly unanimously adopted the Resolution 70/1, Transforming our World: the 2030 Agenda for Sustainable Development. This historic document lays out the 17 Sustainable Development Goals, which aim to mobilize global efforts to end poverty, foster peace, safeguard the rights and dignity of all people, and protect the planet.

Bitte senden Sie Ihre JPO-Bewerbung direkt an das Büro Führungskräfte zu Internationalen Organisationen (BFIO) unter Angabe der Chiffre Nr. 2024-2-55 auf dem Bewerbungsbogen

Alle Informationen finden Sie unter www.bfio.de