



United Nations Entity for Gender Equality
and the Empowerment of Women

Junior Professional Officer Programme (JPO) Chiffre Nr. 2025-1-22

I General Information

Title: JPO Gender and Climate Change Analyst

Organization/Office: UN Women Bolivia Country Office

Duty Station: La Paz, Bolivia

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).

II. Organizational Context

The United Nations Entity for Gender Equality and the Empowerment of Women, UN Women, based on the vision of equality enshrined in the Charter of the United Nations, works to eliminate discrimination against women and girls; for the empowerment of women; and to achieve equality between women and men as partners and beneficiaries of development, human rights, humanitarian action, peace and security. By placing women's rights at the heart of its work, UN Women leads and coordinates the efforts of the UN system to ensure that commitments to gender equality and gender mainstreaming are translated into action around the world. At the same time, it exercises substantive and coherent leadership to support the priorities and efforts of Member States, building effective partnerships with government, civil society, as well as other relevant stakeholders.

UN Women comprehensively addresses the root causes of inequality from a perspective of transforming the systems of reproduction of gender inequalities and discrimination and with a focus on peacebuilding around:

- Women's voice, leadership, and autonomy.
- Strengthening multilateral and regional normative frameworks, laws, policies, and institutions that promote gender equality at the national and subnational levels.
- Effective participation and protection of women in all areas of peace building, security, and humanitarian action.
- Women's equitable access to services, goods, and resources.
- Financing gender equality and women's empowerment.
- Positive social norms, including the participation of men and boys.

- Production, analysis, and use of gender statistics; and
- United Nations system coordination for gender equality and the empowerment of women.

The Strategic Plan 2022-2025 seeks to achieve gender equality, the empowerment of all women and girls and the full realization of their human rights. The Strategic Plan is based on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action, United Nations Security Council Resolution 1325 on women, peace and security and subsequent resolutions of this agenda, the Programme of Action of the International Conference on Population and Development, and other outcomes of relevant intergovernmental processes, such as General Assembly resolutions and agreed conclusions of the Commission on the Status of Women. UN Women contributes to the implementation of the Regional Gender Agenda for Latin America and the Caribbean and the 2030 Agenda for Sustainable Development by placing Sustainable Development Goal (SDG) 5 on gender equality at the center of the SDGs and in coordination with all other Goals to ensure comprehensive progress.

Nine other resolutions have subsequently been adopted by the Security Council, namely resolutions 1820; 1888; 1889; 1960; 2106; 2122; 2242; 2467; 2493. These resolutions complement resolution 1325. Together with General Recommendation 30 of the CEDAW Committee, they constitute a powerful platform for building effective action to end impunity for violence against women, particularly sexual violence, and to ensure their participation in all aspects of peace building and the restoration of the rule of law.

Bolivia is among the countries most vulnerable to climate change worldwide ranking second among South American countries, with "extreme risk of climate change"¹ and the fifth least prepared on the continent to mitigate the negative impacts of climate change². The effects of climate change have a strong impact on the exercise of the rights of women and girls who are more prone to lose their sources of income, have more care overload, and suffer violence in case of disasters. They also face specific barriers to accessing water and sanitation, health and education services, and food security. This is due to a lack of information, as well as cultural norms and barriers based on gender.

The Bolivian State has committed, within the framework of COP26, to promote the leadership of women and girls, especially indigenous, Afro-Bolivian, communities, and rural areas through their active participation in the design of programs, projects, and actions aimed at implementing sustainable development model of "harmony with mother earth", to mitigate the effects of climate change in the deepening of gender inequalities.

The strategic note of Bolivia's UN Women includes output 2: "More Bolivian women, especially rural and indigenous women, have access to productive resources and assets, including access to renewable energy" In this sense, climate change and its link to gender equality is a strategic area to be developed.

Within this framework, the recruitment of a junior professional officer is foreseen, who can contribute to strengthening the capacities of the UN Women country office in climate change and its multiple articulations with gender equality. At the same time, it is expected that the professional will be able to improve his/her capacities to apply his/her knowledge in the elaboration of programs, plans and projects adequate to the requirements and needs of the challenging context of Bolivia.

¹ Corporación Andina de Fomento, Ahora Banco de Desarrollo de América Latina – CAF

² Universidad de Notre Dame, (2021), Programa ND-GAII Country Index, disponible en: (<http://index.gain.org/>)

III. JPO Programme Components

Title of Supervisor: Women's Economic Empowerment Programme Specialist.

Content and methodology of supervision:

Establishment of a Work Plan: During the first month of the assignment, the Junior Professional Officer (JPO) will work jointly with the direct supervisor to finalize an agreed upon work plan. The final work plan will be discussed and mutually agreed to by the JPO and supervisor.

Evaluation:

The Performance Management and Development (PMD) tool will serve as a primary platform to evaluate of the JPO's performance.

Training components:

- Participation in a UN Women Induction Course in New York or remotely if applicable.
- Participation in a UN Women mandatory online training courses.
- Access to online training and learning resources of the Learning Management System to develop management skills as well as knowledge in specific technical areas in line with the individual learning plan developed annually with the supervisor.
- Use of yearly JPO duty-related travel and training allocation (DTTA), as per the online DTTA guide.

Learning components:

During his/her assignment, under the guidance of an experienced UNW international staff, the JPO will support UNW's strategy for climate change. Additionally, the JPO will experience exposure and growth to build both personal and professional capacity for a career within the United Nations and international cooperation.

On completion of the assignment, the JPO will have/be able to strengthen his/her capacity to use gender perspective tools, work with a wide range of UN Women stakeholders, from governments and civil society.

In addition to strengthening of UN Women competencies skills set, those listed below, the JPO will also learn/acquire some of the following:

- Apply gender perspective tools for analysis in the implementation of projects and programmes related to climate change.
- Include gender perspective and climate change approach in Bolivia's programme implementation.
- Learn from a multicultural context and reality based on Bolivia's country office.

IV. Functions

His/her assignment will start with structured guidance and feedback, and a work plan with clear key results, to gradually increase responsibilities. His/her assignments will be the following:

1. Deepen the knowledge of the impact of climate change on Bolivia's women by:
 - a. Collecting and assessing existing statistics relevant to gender and climate in Bolivia.
 - b. Identify statistical gaps and elaborate recommendations for improvement of statistics.
 - c. Collect information about uses, customs, and the ancestral wisdom of women and girls in communities of Bolivia to recognize their contribution to the fight

- and adaptation to climate change.
2. Contribute a strategy of intervention for UN Women Bolivia in climate change for the next years.
 3. Participate in national expert group meetings, official events, and conferences, dissemination workshops about climate change and gender.
 4. Analyze and map project opportunities and strategic partnerships in the areas of climate change and collaborate in project documents and proposals for donors about climate change and gender to ensure the expansion of the climate change portfolio.
 5. Prepare documents, talking points and presentations on request on gender, climate change, and other topics related.

V. Key Performance Indicators

- Number of UN Women programmes that have include climate change focus.
- Number of documents produced by UN Women Country Office in Bolivia related to gender and climate change.
- Number of projects proposals developed in climate change within the resource mobilization strategy.
- Number of alliances with ONGs, Civil Society, State, or private sector to amplify UN Women´s strategy on gender and climate change.

VI. Competencies

Core Values:

- Respect for Diversity
- Integrity
- Professionalism
- Ability to work as part of a team

Core Competencies:

- Awareness and Sensitivity Regarding Gender Issues
- Accountability
- Creative Problem Solving
- Effective Communication
- Inclusive Collaboration
- Stakeholder Engagement
- Leading by Example

Functional Competencies:

- Capacity to formulate, implement, monitor, and evaluate programmes.
- Capability to synthesize program performance data and produce analytical reports to inform strategic and management decisions.
- Ability to work in a cross-cultural environment.
- Proactive and dynamic attitude towards work

VII. Recruitment Qualifications

Education and certification:

- **Master's degree** in gender and climate change, or a related field is required.
- A project/programme management certification would be an added advantage

Experience:

- At least 2 years of progressively responsible work experience in development programme/project implementation, coordination, monitoring and evaluation, donor reporting and capacity building.
- Experience in the climate change area and gender or women's rights is an asset.

Language Requirements:

- Fluency in English and Spanish is required.
- Knowledge of the other UN official working languages is an asset.

**Bitte senden Sie Ihre Bewerbung direkt an das
Büro Führungskräfte zu Internationalen Organisationen (BFIO)
unter Angabe der Chiffre Nr. 2025-1-22 auf dem Bewerbungsbogen**

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