

## TERMS OF REFERENCE

### Consultant for Guidance on Women and Girls' Nutrition in Humanitarian Settings

<b>CONTRACT MODALITY</b>	Individual Consultancy
<b>DUTY STATION</b>	Programme Group-Nutrition, O/P Nairobi Home-based/Remote
<b>DURATION OF CONTRACT</b>	7 months

### Background

More than one billion adolescent girls and women globally suffer from undernutrition, largely due to deficiencies in essential micronutrients and anemia, as well as underweight and short stature. Pregnant and breastfeeding women and adolescent girls are at heightened nutritional risk compared to their non-pregnant and non-breastfeeding peers. In humanitarian and emergency settings, these risks are further exacerbated by exposure to violence, disruption of essential services and livelihoods, weakened social support systems, and widening inequalities.

In the context of the global food and nutrition crisis, UNICEF estimates that the number of malnourished pregnant and breastfeeding women and adolescent girls increased by 25 per cent between 2020 and 2022 across 12 crisis-affected countries.<sup>1</sup> These trends underscore the urgent need for more systematic, coordinated, and context-appropriate approaches to protect and improve the nutrition of women and adolescent girls in humanitarian settings.

In 2023, UNICEF launched a flagship report, “Undernourished and Overlooked: A Global Nutrition Crisis in Adolescent Girls and Women” which informs that malnutrition in pregnancy, especially anaemia significantly increases the risk of maternal mortality, obstetric complications and low birthweight infants and pregnant women and adolescents from disadvantaged backgrounds are more likely to be at risk of malnutrition; introducing a dangerous intergenerational cycle of malnutrition that is hard to break. Consequently, in March 2024, UNICEF launched the Maternal Nutrition Action Plan, aiming to reach 16 million pregnant women across 16 priority countries with an essential package of services, by the end of 2026.

In 2024, UNICEF, WFP, and partners with the Global Nutrition Cluster (GNC) released the “Programme guidance to Protect the Nutrition of Women and Adolescent Girls in Humanitarian Settings.” The guidance is intended to be used alongside existing humanitarian assessments, food security analyses, and response mechanisms. It focuses on the specific actions and programmatic adaptations required to address the nutritional needs of pregnant and breastfeeding women and adolescent girls across acute emergencies, protracted crises, and recovery contexts. The guidance is designed for country-level implementation.

To support the application of the programme guidance, UNICEF seeks to engage a consultant to provide technical, coordination, and documentation support across selected countries.

The Senior Education Consultant, Foundational Learning will serve as the project officer within the Department of Education, Science, Technology, and Innovation (ESTI) at the African Union Commission for the Gates Foundation grant project titled: “Education advocacy in Africa in partnership with UNICEF, the African Union Commission and the Southern African Development Community (SADC) Secretariat. His/her function will be to provide advice and technical assistance to ESTI on the operationalization of foundational learning in Continental Education Strategy for Africa 2026-2035 (CESA 26-35) and support the effective investment of AU Member States in foundational literacy and numeracy, ultimately leading to improved learning outcomes, and a reduction of learning poverty.

His/Her responsibilities will be limited to the activities directly implemented by ESTI while ensuring alignment with broader AU priorities, statutory processes, and long-term sustainability consideration. The Consultant will work under the

operational supervision of the Head of Education Division (ESTI), African Union Commission, with technical guidance from the UNICEF Representative to the African Union and UNECA.

### Scope of Work

Under the overall supervision of the UNICEF Centre of Excellence (CoE) - Global Nutrition Practice and jointly guided by UNICEF and WFP global teams, the consultant will undertake the following tasks:

#### 1. Country Selection and Consultation

- a) In collaboration with the UNICEF and WFP global teams, identify three countries with humanitarian contexts for initial engagement. The selection of countries will align with requests received from countries for support in Emergencies and/or maternal nutrition in humanitarian contexts.
- b) Plan and facilitate initial consultations with Country Office teams and national cluster/sector coordination mechanisms on the consultancy, its objectives, and proposed activities.

#### 2. Mapping and Analysis of Uptake

- a) Conduct the mapping of the current state of nutrition data analysis, programming and monitoring for women and girls in humanitarian situations, in each selected country.
- b) Map existing intervention packages, including monitoring and evaluation, capacity development, supplies, and service delivery platforms used across the selected countries.
- c) Apply a programme cycle approach to identify gaps, bottlenecks, and opportunities for integrating the guidance into existing systems and responses, with special consideration on risk mitigation strategies to ensure services are safe and accessible to all women and girls.
- d) Validation of findings and recommendations with stakeholders in-country.

#### 3. Documentation, Knowledge Management and Technical Assistance support

- a) Document lessons learned and prepare a webinar to inform next steps and expansion to additional countries.
- b) Provide technical assistance to countries and develop country adoption roadmaps.
- c) Develop a case study and/or operational tools to guide countries on the operationalization of the guidance.
- d) resource mobilization strategies to cover the needs for protecting women's and girls' nutrition in humanitarian contexts.

#### Confidentiality

Data collected under this assignment will be treated as strictly confidential. The rights of distribution and/ or publication will reside with UNICEF and WFP respectively. Data collected cannot be used for any purpose not related to this assignment. The consultant will not retain any data related to this assignment after completion of deliverables; all datasets will be transferred to UNICEF and WFP respectively.

#### Working modalities

- The consultancy will be home-based, with international travel as required to support in-person meetings and country engagements, subject to agreement and availability of funds.
- The consultant will work under the overall guidance of the UNICEF CoE in Nairobi, in close collaboration with the WFP global team.

Work Assignments Overview	Deliverables/Outputs	Delivery deadline (in weeks/months) and input days to complete the deliverable
Country consultations and initiation of mapping	<p><b>Deliverable 1:</b> Inception note outlining approach, workplan, country selection and coordination arrangements.</p> <p><b>Deliverable 2:</b> PowerPoint presentation developed for country consultation calls.</p>	<p>Deliverable 1: By 23<sup>rd</sup> April /16 working days</p> <p>Deliverable 2: by 30<sup>th</sup> April/4 working days</p>
Analysis of the uptake of the recommendations of the guidance and validation at country level	<p><b>Deliverable 3:</b></p> <ul style="list-style-type: none"> <li>• 3 country mapping reports on uptake of the guidance, barriers to uptake, gaps &amp; recommendations (3 reports).</li> <li>• 3 validation workshops with the 3 countries organized and facilitated</li> <li>• Inputs to validation workshop developed, including summary presentations.</li> <li>• One summary report available.</li> </ul>	<p>Click here By August 31<sup>st</sup> 2026 4 months/80 working days</p>
Documentation, knowledge management and technical assistance support	<p><b>Deliverable 4:</b></p> <ul style="list-style-type: none"> <li>• At least one country assisted in addressing bottlenecks to facilitate implementation of the guidelines (as per the country needs/requests).</li> <li>• At least one Case study and/or operational tools developed (format to be agreed with UNICEF CoE).</li> <li>• One multi-country webinar organized with additional countries to present recommendations &amp; tools.</li> </ul>	<p>By October 31<sup>st</sup> 2026 2 months/40 working days</p>

**Payment Schedule:**

Payment will be made on submission and acceptance of deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

**Important Notes:**

- Individuals engaged under a consultancy or individual contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.
- The selected candidate is solely responsible for ensuring that the health insurance (and visa if applicable) required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.
- UNICEF offers reasonable accommodation for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

**QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT**

**Minimum requirements:**

- **Education:** Master’s degree in nutrition, public health, international development, humanitarian studies, or a related field.
- **Work Experience:**
- Minimum of 10 years of progressively responsible professional experience in nutrition programming, with a strong focus on humanitarian, fragile, or emergency contexts.
- Demonstrated experience working on maternal, adolescent, and women’s nutrition, including programming for pregnant and breastfeeding women in crises.
- Proven experience supporting multi-country or regional initiatives and facilitating structured, multi-stakeholder consultation and adoption processes.
- Strong familiarity with UN humanitarian coordination mechanisms and programming cycles; prior experience working with UNICEF or other UN agencies is a strong advantage.
- **Skills:**
- Excellent analytical, facilitation, and writing skills, with a track record of producing high-quality technical reports and synthesis documents.