



Classified Job Descriptions

Job Description Type:	Specific Job Description	Region:	ROSA
Category:	IP (International Professionals)	Country:	Nepal
Reason for Classification:	Establishment of a new post	Duty Station:	Kathmandu
Level:	P-5	Office:	Regional Programme
Title:	Regional Adviser Adolescent Development	Section:	Programme
Title Information in Parenthesis:	Participation, Skills and Employability	Unit:	
CCOG Code:	1L04	Case Number:	
UNICEF Code:	AND	Post Number:	86310
Classified by:	Natalia Paquin	Classified Date:	2/6/2023

Organizational Context: South Asia has the largest number of adolescents in the world (more than 340 million, representing more than 30% of the total world adolescent population), and yet has the worst numbers of upper-secondary the age out-of-school children in the world (64 million). In addition, South Asia is home to 28 million out-of-school children (OOSC) of primary and lower-secondary age – 12 million at primary level, and 16 million at lower secondary level. A large majority are characterized as neither in education, employment or training (NEETs) and dropped-out of school too early to learn foundational skills. Only 1 in 4 young people in South Asia is estimated to be on track to gain secondary-level skills necessary for success in the global economy. In line with the UNICEF Global Strategic Plan, the 2022-2025 Regional Office Management Plan provides an important opportunity to give a greater programmatic focus on the second decade, including in scaling-up alternative pathways for adolescents and young people to receive skills required to increase their ability to successfully transition into the 21st century labour market.

This post, therefore, focuses on providing leadership and advocacy to accelerate progress in the region, responding to the global imperative and elevating the skills and employability efforts across the region and enhancing opportunities for meaningful engagement and participation. While Education continues to address the unfinished business agenda of access, equity and quality of education in the region, many adolescents and young people that are excluded from the education system for different reasons are in critical need of alternatives that can provide them with enhanced opportunities to decent jobs, particularly 21st century jobs. ROSA will capitalize on the government’s ownership and partnerships fostered through GenU, such as youth-led organizations, and the private sector to significantly enhance opportunities for skills and employment for adolescents and young people. ROSA will also strengthen its focus on alternative pathways for out-of-school children and adolescents. Participation and empowerment will be one of the strategic pillars that are integrated into the skills agenda and will also cut across all thematic responses. The Participation, Skills and Employability unit is established and led by the Regional Advisor, Adolescents to drive the provision of quality support to COs, build new partnerships and raise more funds to advance the economic empowerment, participation and employable skills agenda.

Purpose of the Job: The Regional Adviser provides senior thought and programmatic leadership through evidenced-based advocacy to accelerate progress on adolescent skills development, participation, employability, empowerment and participation across South Asia. The post will play a critical role in providing strategic advice and oversight to Country Offices at all stages of the programme cycle around

Adolescent Participation, Skills and Employability and will be key to responding to global imperatives and the rollout of UNICEF's Global Strategic Plan and advancing ROSA's Areas for Acceleration that focus on Adolescents. The Regional Advisor provides senior-level technical assistance and capacity building to countries in designing and implementing activities related to assessing, monitoring and improving adolescent and youth skill development, employability, empowerment and participation with a focus on equity and gender. Working closely with key stakeholders, including the private sector to identify and support scaling-up multiple pathways for adolescents and young people to receive skills training and increase their preparedness for the 21st century labour market is critical to this role. There is a strong impetus and opportunities to engage with governments, CSOs and the private sector to drive the ethos of Generation Unlimited (Gen-U) across the region and achieve scalable results with and for adolescents and young people. Partnering with regional institutions, country and regional stakeholders and leaders to advance the agency of young people and bolster investments in adolescents and young people will also be an important component of this post. The Regional Advisor-Adolescents (Participation, Skills and Employability) reports to the Deputy Regional Director

Key functions, accountabilities and related duties/tasks:

1. Technical Assistance, Quality Assurance and Oversight

To provide strategic advice and oversight to Country Offices in areas of adolescent development and participation, skills and employability. Act as the first port of call and a strategic sounding board in developing, implementing and evaluating programmes and initiatives focusing on adolescent participation, skills and employability. Provide technical leadership and engagement to the rollout of ROSA's signature programme initiative for Adolescent Skills and Employability and flagship initiatives for Adolescent Development and Participation.

Provide technical support and guidance on the development of concept notes and proposals for resource mobilization and sustained partnership engagement around Adolescents and Young People, including on Participation, Skills and Employability. This includes, but is not limited to

1) working in close collaboration with the Regional Advisor Education and Partnerships Manager to develop and articulate partnership strategies for OOSC and NEET;

2) working in close collaboration with Regional Advisor Gender and Regional Advisor Digital Transformation to develop and articulate partnership strategies around the Adolescent Girl, Bridging the Digital Divide and

3) the Regional Advisor Climate and Environment and Regional Advisor Child Protection to link young people's engagement to the green and blue economy and migration issues.

Develop and implement, in collaboration with the Regional Advisor, Education, a regional strategy to advance skills and opportunities for Out of School Children, Adolescents and Youth People who have never been in Education Employment or Training (NEET). Work in close collaboration with Regional Advisors for Education, Gender, Digital Transformation, Protection and SBC to provide coordinated technical leadership, guidance and direction for programming for and with adolescents, maintaining a strong gender and equity lens to advance ROSA's areas for acceleration about adolescents, including a specific focus on the adolescent girl.

Provide inputs and technical leadership on Adolescent Development and Participation; and Adolescent Skills and Employability to draft Country Programme Documents, and key milestone moments in the CP cycle in collaboration with other advisors and the Regional Chief of Planning and Deputy Regional Director for a coherent and coordinated approach. Ensure that key Country Programme documentation meets required quality standards related to Adolescents.

Provide quality assurance of country programmes and strategies in the adolescent and youth skills development, employability, empowerment and participation, with a special focus on equity, gender dynamics/power relations and social norms, and ensure that adolescent and young people issues are mainstreamed and at the forefront of national and regional agendas.

Stay abreast of country programme implementation of adolescence in the eight Country Offices in the ROSA region and accompany the COs as strategic choices are being made. Proactively brief the Regional Director, Deputy Regional Director and other Regional Advisors on such matters and the capacity (human, financial etc.) to deliver results for adolescent-related programmes and initiatives.

Provide technical and advisory assistance to strengthen and improve equitable response to adolescent and young people's skills development, employability, empowerment, and participation in the country programme. Assist COs in acquiring/accessing advisory and technical expertise as required. In this regard help, COs engage the services of the expertise available in research and academic institutions. This requires constant contact with these institutions and a good knowledge of the resources available to them.

Create programmatic and advocacy standards for empowering adolescents and young people as active change makers and enhance partnerships to bolster investments in adolescents and young

people. Special focus will be given to ensuring the empowerment of the most vulnerable and marginalized including girls, people with disabilities and those identified at the CO level.

Identify critical entry points for meaningful engagement and participation of adolescents and young people in issues affecting their development. Develop inter-generational partnerships that cultivate mutual understanding and deliver sustainable results.

Develop strong performance standards and accountability mechanisms and systems and develop effective monitoring and evaluation tools and systems with and for adolescents building these into ongoing M&E processes of the regional and country offices.

2. Strategic Representation and Partnerships

Act as a Focal Point with Regional Institutions and develop partnerships with related complementary institutions to ensure an increased focus on adolescent development and participation rights and issues. This includes partnerships to build the capacity of national and civil society organizations in programming for and with adolescents.

Represent ROSA regional-specific viewpoints and policy positions on adolescent development and participation, and adolescent skills and employability at regional and international meetings and ensure that "ground" realities are fed into global processes and discussions.

Build partnerships with UN agencies at the regional level on adolescent development, participation, skills employability, and represent UNICEF in Issue-Based Coalitions as requested and ensure that UNICEF concerns are mainstreamed into regional and country policy and initiatives and raise sensitive or cross-country issues.

Liaise with HQ to co-create and implement global initiatives related to adolescent and young people's skills development, employability, empowerment and participation. Execute meaningful adolescent and young people participation and empowerment strategies throughout the programmatic and advocacy lifecycles.

Develop and update sectoral analysis which can be used for diagnostic, policy and advocacy purposes. Keep the RD, DRD and Regional Advisers informed on progress, trends and issues which will assist in high-level strategic representation and partnerships. Work in close collaboration with Regional Advisers to advance Areas for Acceleration around the Adolescent Girl, Adolescent Skills and Employability and the Digital Divide.

Act as the Regional Office lead for interaction with the Generation Unlimited partnership and liaise with HQ on all adolescent and youth-related initiatives.

3. Knowledge Leadership

Analyze research and trends related to adolescent and young people, particularly regarding participation and agency, skills and labour market transition strategies and methods of national systems and programmes and advise on the most cost-effective approaches with a focus on equity for strengthening national capacity in these areas.

Review literature and innovations/good practices to improve regional approaches and strategies.

Assure development and update of assessments and analyses of their lives, concerns and priorities in the countries of the region through the review of existing sources of evidence and additional research, involving adolescents themselves.

Identify research gaps and initiate research to inform programming and UNICEF positioning within the sector. Feed the findings /results of programme evaluation and other empirical evidence into policy and programming advice. Promote a knowledge-based culture to help strategically improve results in programming for adolescents across South Asia.

Promote —experience-sharing through the issuance of regional publications, research findings and statistical analyses. Collaborate closely with other Regional Advisers concerning their specific responsibilities for adolescents and young people in education, gender, health, protection, social policy, communication and media, emergencies, monitoring and evaluation.

Impact of Results:

Makes decisions on programme/project administration, supply and cash needs, to meet programme delivery targeted goals and objectives.

Makes recommendations on the development and formulation of sectoral projects and/or their components and appropriate adjustments and changes in implementation to improve efficiency and effectiveness of programme delivery coverage.

A lack of understanding of regional dynamics could lead to an incorrect programme approach possibly resulting in the ineffectiveness of programme delivery.

Poor relations with the government, private sector, CSO counterparts and other keys stakeholder would lead to ineffective implementation and loss of credibility.

Is this role a Representative, Deputy Representative, Chief of Field Office, the most senior Child Protection role in the office, Child Safeguarding Focal Point, or Investigator (OIAI)?:

No

Is this post a Direct contact role in which incumbent will be in contact with children either face-to-face, or by remote communication, but the communication will not be moderated and relayed by another person?:

No

Is this post a Child Data role in which incumbent will be manipulating or transmitting personal-identifiable information on children such as names, national ID, location data, or photos)?:

No

The selected candidate for this position will be required to engage with vulnerable children:

No

Competencies and level of proficiency required:

Core Values
Care
Respect
Integrity
Trust
Accountability
Sustainability

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

Recruitment Qualifications:

Education: An Advanced University degree with relevant specialization in Social Sciences, Economics, International Development, Adolescent Participation, skills and /or employability.

Experience: A minimum 10 years of relevant professional work experience in a development context. Experience working with and for adolescents and young people is required.

Results-driven with experience in leading the development and implementation of programmatic interventions, and advocacy strategies, with clear theories of change, with specific, measurable and time-bound objectives and performance indicators.

Experience with programme planning, management and research in adolescent participation and youth engagement, skills development and employability at the international level, some of which preferably in a developing country.

Demonstrated experience in the design and management of projects, including budget management and monitoring and evaluation of results.

Experience in building and maintaining a network of stakeholders, and in working with coalitions, particularly the private sector.

Language Requirements: Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) is an asset.

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