



UNITED NATIONS CHILDREN'S FUND  
GENERIC JOB PROFILE (GJP)

### I. Post Information

Job Title: **Nutrition Specialist**  
Type of Contract: **Temporary Appointment**  
Supervisor Title/ Level: **Chief Child Survival & Development, P-4**  
Organizational Unit: **Programme**  
Post Location: **Windhoek, Namibia**  
Post Number: **129066**

Job Level: **NO-3**  
Job Profile No.:  
CCOG Code: **1102**  
Functional Code: **NUT**  
Job Classification Level: **NO-3**

### II. Organizational Context and Purpose for the job

The 2024 El Niño event is the worst to hit Southern Africa in the last 40 years, with severe consequences to the communities already facing challenges due to failed crops and other microeconomic conditions. The impact is characterized by drought, severe food shortages, limited access to clean water, disease outbreaks and loss of livestock. Recent analysis indicates that staple food prices have increased significantly and are higher than last year's five-year average. The effect of El Niño is uneven across the country and varies across countries, with drought being the main feature and the driver of the humanitarian consequences. **Over 56,000 children, pregnant and breastfeeding women need prevention and treatment services. This includes over 35,347 children who are anticipated to suffer from acute malnutrition, including over 10,848 children with severe acute malnutrition (severe wasting) in Namibia.** In some regions, the estimated proportion of children suffering from wasting in 2023 ranges from 7 to 15%, with an average national wasting prevalence of 7.1% (2022 JME). This is compounded by the already existing chronic malnutrition expressed through high levels of stunting, with over 83,200 children (16.8%) affected in Namibia. Based on the trends seen at the last comparable El Niño event of 2015-2016, the effects on child nutrition status will be prolonged and more evident during the next lean season (April - September) with a peak in the increase in admissions for wasting expected in Q1 of 2025. There remains a short window of opportunity to intervene now to prevent any increase in excess mortality due to wasting.

Namibia's deteriorating food security situation is driven by climatic shocks like drought/dry spells/erratic rainfall, prices shocks, economic decline, and unemployment. In the first projected period, from October 2023 to March 2024, 695,000 people (26 percent of the population) are expected to be in IPC Acute Food Insecurity (AFI) Phase 3 (Crisis) or above. Ekongo and Hardap regions are expected to be in IPC AFI Phase 2 (Stressed) and the remaining regions are expected to be in IPC AFI Phase 3 (Crisis). Ekongo region is anticipated to remain in IPC AFI Phase 2 (Stressed) due to government interventions and employment opportunities from the mining sector, while Khomas region is expected to fall in IPC Phase 3 (Crisis). An improvement is anticipated for Hardap region, with a shift from IPC AFI Phase 3 (Crisis) to IPC AFI Phase 2 due to the government planned drought relief and food support interventions to the region.

During the second projection period from April to June 2024, it is projected that the situation will improve as households start consuming food from their own production, which marks the beginning of the 2023–2024 consumption period. During this period, it is estimated that 491,000 people (19% of the population) will experience high food insecurity, IPC Phase 3 or above (Crisis or worse). This proportion is expected to worsen by 4 percent (increasing from 19% to 23%) since this period represents the first half of Namibia's lean season,

prices start to rise, and most households would have used up their own production stock and some households will not have harvested during the previous harvest seasons, especially the northeastern crop growing regions. In response to these overlapping emergencies, and to support rapid expansion of quality malnutrition prevention and treatment services in affected districts, and to strengthen the capacity of the Nutrition Technical Working Group, UNICEF seeks the services of a Nutrition Specialist experienced in public health emergency (preferably drought) and food insecurity responses to support the team.

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

#### **Summary of key functions/accountabilities:**

- 1. Support to programme development and planning**
- 2. Programme management, monitoring and delivery of results.**
- 3. Technical and operational support to programme implementation**
- 4. Networking and partnership building**
- 5. Innovation, knowledge management and capacity building**

#### **1. Support to programme development and planning**

- Timely sectoral analysis, input, support, and coordination contribute to the Situation Analysis (including inputs to humanitarian situation overview) and its periodic update for effective project planning, development, and management, in partnerships with the nutrition sector/cluster partners.
- Contribute to and support the preparation, design and updating of the situation analysis for the nutrition sector(s) to ensure comprehensive and current data on maternal and child nutrition is available to guide policy development, and the design and management of nutrition programmes/projects.
- Keep abreast of development trends to enhance programme management, efficiency and delivery.
- Participate in strategic programme discussions on the planning of nutrition programmes/projects.
- Formulate, design, and prepare a sector of the nutrition programme proposal, ensuring alignment with UNICEF's Strategic Plans, Country Programme, and coherence/integration with the UN Development Assistance Framework (UNDAF), regional strategies, as well as national priorities, plans and competencies.
- Establish specific goals, objectives, strategies, and implementation plans for the nutrition sector(s) based on results-based planning terminology and methodology (RBM). Prepare required documentations for programme review and approval.
- Work closely and collaboratively with colleagues and partners to discuss strategies and methodologies, and to determine national priorities/competencies to ensure the achievement of concrete and sustainable results.
- Provide technical and operational support throughout all stages of programming processes to ensure integration, coherence, and harmonization of programmes/projects with other UNICEF sectors and achievement of results as planned and allocated.

#### **2. Programme management, monitoring and delivery of results**

- Plan and/or collaborate with internal and external partners to establish monitoring benchmarks, performance indicators, and UNICEF/UN system indicators and measurements, to assess and strengthen performance accountability, coherence, and delivery of concrete and sustainable results for the assigned sector in nutrition programmes.
- Participate in monitoring and evaluation exercises, programme reviews and annual reviews with government and other counterparts to assess progress and to determine required action and interventions to achieve results.

- Prepare and assess monitoring and evaluation reports to identify gaps, strengths and/or weaknesses in programme management. Identify lessons learned and use knowledge gained for development planning and timely intervention to achieve goals.
- Actively monitor programmes and projects through field visits, surveys and/or exchange of information with partners and stakeholders to assess progress. Identify bottlenecks and potential problems and take timely decisions to resolve issues and/or refer to relevant officials for timely resolution.
- Monitor and verify the optimum and appropriate use of sectoral programme resources (financial, administrative, and other assets) confirming compliance with organizational rules, regulations, procedures, donor commitments, and standards of accountability. Ensure timely reporting and liquidation of resources.
- Prepare regular and mandated programme/project reports for management, donors, and partners to keep them informed of programme progress.

### **3. Technical and operational support to programme implementation**

- Timely sectoral analysis, input, support, and coordination contribute to the Situation Analysis (including inputs to humanitarian situation overview) and its periodic update for effective project planning, development, and management, in partnerships with the nutrition sector/cluster partners.
- Support scaled-up implementation of nutrition actions in line with the CCCs. Quality contributions are made to the development and implementation of Integrated Nutrition strategies and approaches with clear link to relevant sectors (Health, WASH, and others) through participation and collaboration with internal and external partners to ensure appropriate design for emergency nutrition programming. Partnerships with cluster partners, as well as relations with the nutrition team of MOH enhanced and exploited efficiently, to formulate common advocacy position and influence allocation of resources, as well as investment decisions on behalf of Health and Nutrition.
- Work plan and objectives are strategically established, implementation support is effectively provided, and planned results are timely delivered through application of technical expertise, in consultation with all relevant partners.
- Project implementation progress is monitored and evaluated for adjustment, acceleration and improvement of program delivery and sustainability. Gender/sex disaggregated data and inputs provided, relevant to the Health and Nutrition programme. SPHERE and HAC indicators closely monitored to ensure compliance to minimum performance.
- Technical support is provided to government and NGOs and all other partners at various stages of the project implementation, monitoring and evaluation, including capacity building of government personnel and beneficiaries.
- UNICEF and Government and implementing partners accountability is ensured for supply and non-supply assistance and disbursement of programme funds for Health & Nutrition.
- Effective working relationships with internal and external counterparts are maintained for advocacy, technical coordination, information sharing and knowledge networking.
- Relevant and strategic information is kept available and shared with relevant stakeholders as required, including the cluster partnerships to support the Health & Nutrition Programme by the effective implementation of an integrated monitoring system.
- Donor proposals and concept notes are developed timely, building on the latest situation analysis with clear articulation on links between prevention, early detection and treatment as well as noting any gaps for resource mobilization against the UNICEF CCCs on nutrition.
- Required programme/project reports are timely prepared and shared with relevant stakeholders as required in compliance with the established guidelines and procedures.
- Emergency preparedness is maintained, and in emergencies, emergency responses with effective coordination are provided and in line with the Core Commitments for Children (CCCs) in Humanitarian Action, partnerships with the Health and Nutrition humanitarian actors strengthened within the Inter-Agency Standing Committee (IASC).
- Other assigned duties and responsibilities are effectively accomplished.

### **4. Networking and partnership building**

- Build and sustain effective close working partnerships with nutrition sector government counterparts and national stakeholders through active sharing of information and knowledge.
- Facilitate programme implementation and build capacity of stakeholders to achieve programme goals on

maternal and child rights as well as social justice and equity.

- Prepare communication and information materials for CO programme advocacy to promote awareness, establish partnership/alliances and support fund raising for nutrition programmes (maternal, newborn and child survival and development).
- Participate and/or represent UNICEF in inter-agency discussions, ensuring that UNICEF's position, interests, and priorities are fully considered and integrated in the UNDAF development planning and agenda setting.

#### **5. Innovation, knowledge management and capacity building**

- Apply and introduce innovative approaches and good practices to build the capacity of partners and stakeholders, and to support the implementation and delivery of concrete and sustainable programme results.
- Keep abreast, research, benchmark, and implement best and cutting-edge practices in nutrition management and information systems. Assess, institutionalize, and share best practices and knowledge learned.
- Contribute to the development and implementation of policies and procedures to ensure optimum efficiency and efficacy of sustainable programmes and projects.
- Organize and implement capacity building initiatives to enhance the competencies of clients and stakeholders to promote sustainable results on nutrition related programmes and projects.

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

The efficiency and efficacy of support provided by the Nutrition Specialist to the preparation, planning and implementation of nutrition programmes/projects contributes to and accelerates the national development efforts to improve the nutritional status of mothers, infants, and children in the country. This in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to continue to provide programme services to mothers and children that promotes greater social equity in the country.

### **V. UNICEF values and competency Required (based on the updated Framework)**

#### **i) Core Values**

- Care
- Respect
- Integrity
- Trust
- Accountability
- Sustainability

#### **Core Competencies**

- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)

## VI. Recruitment Qualifications

<b>Education:</b>	An advanced university degree in one of the following fields is required: nutrition, public health, nutritional epidemiology, global/international health and nutrition, health/nutrition research, policy and/or management, health sciences, nutritional epidemiology, or another health-related science field.
<b>Experience:</b>	<p>A minimum of five years of professional experience in a developing country in one or more of the following areas is required: nutrition, public health, nutrition planning and management, or maternal, infant and child health/nutrition care.</p> <p>Experience in health/nutrition programme/project development and management in a UN system agency or organization is an asset.</p>
<b>Language Requirements:</b>	Fluency in English is required. Knowledge a local language is an asset.