



**UNITED NATIONS CHILDREN'S FUND
JPO Request Form**



Training and Learning Plan

- ✓ Participate in a one-week JPO Induction Programme in New York
- ✓ Guidance and advice in relation to training opportunities within the field of expertise.
- ✓ Use of yearly JPO training funds for internal/external training opportunities.
- ✓ Participation in the Mentoring, Coaching, and Career Counselling and Career transition programmes.
- ✓ Encourage field mission and/or stretch assignment during and after the 2nd year

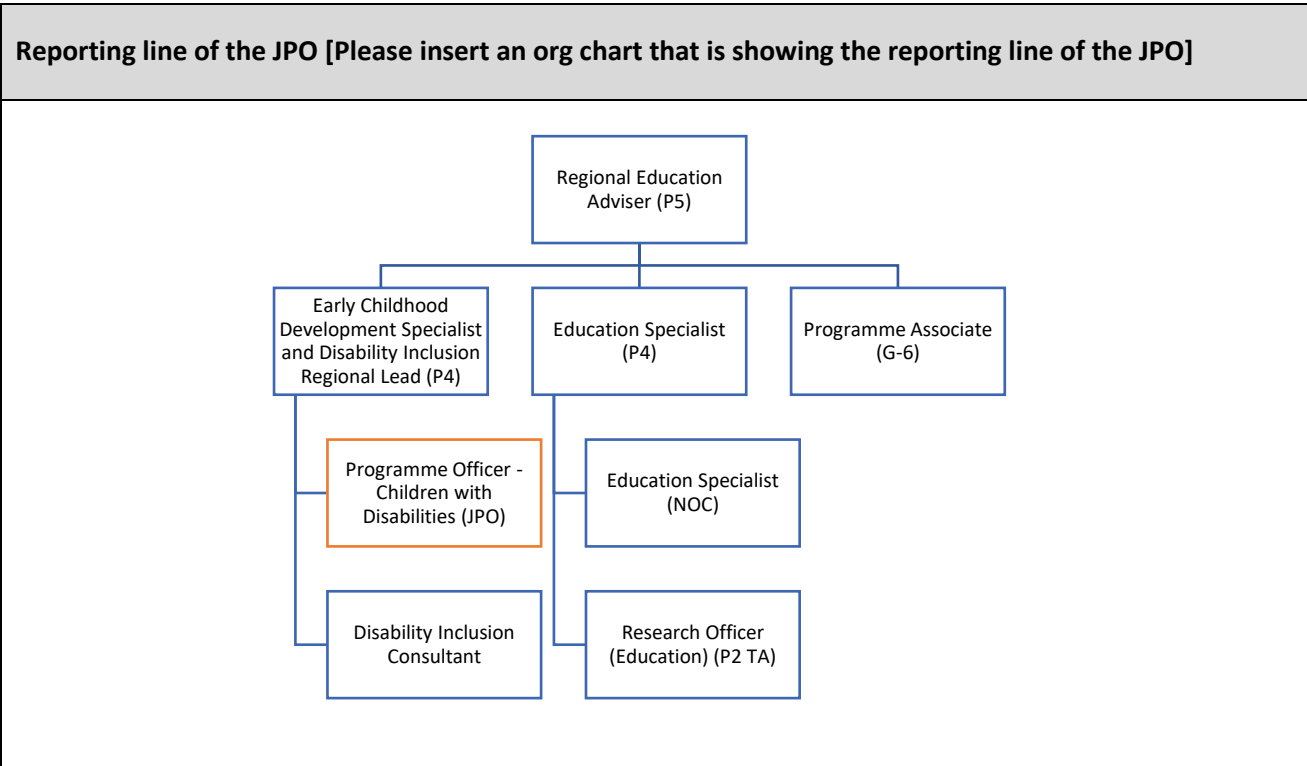
In addition, the JPO will benefit from the following specific learning opportunities in the receiving office:

- ✓ Missions to country offices in the region
- ✓ Field monitoring visits to implementing partners in the region
- ✓ Participation in relevant trainings, workshops and events in the region
- ✓ Participation in a dedicated career coaching support programme for JPOs

Information and living condition of Duty station:

General Information	Nepal is a small, beautiful landlocked country nestled on the Himalayan range among China, India and Bhutan. It is home to eight out of the 10 highest mountains in the world. Kathmandu, its capital is a small bustling city, rich in culture, filled with historical sites and inhabited by some of the most welcoming people in the world.
Air quality	Currently Kathmandu is undergoing rapid growth, being one of the fastest growing cities in south Asia. As with all rapid growth and development, comes a spike in pollution levels. According to the WHO's most recent health and environment scorecard (2022), Nepal is 7 times the WHO air quality guideline value for PM2.5. While human factors have led to the elevated pollution levels in Kathmandu, geographical factors have also played a role given that the city is situated in a location that places it deep within a valley with many mountain ranges around. However, air quality monitoring stations have been put in place to mitigate existing air pollution in the country, and there is a reduction in the amount of diesel fuel vehicles and open burn sources. According to IQAir survey in 2019, the months with the worst readings are January through to May, with August being was the cleanest month. Given these pollution levels, sensitive groups are advised to reduce outdoor exercise, wear a mask outdoors, close windows to avoid polluted outdoor air and run air purifiers.
Security	Kathmandu is classified as a B duty station and is considered relatively safe. Peaceful protests are common across Kathmandu
Housing	Living conditions in Kathmandu are good. Different types of long-term accommodation are available in Kathmandu: standalone houses, houses in gated compounds, apartments. These could be furnished and/or fully serviced, or unfurnished. ROSA can assist with securing an agent for the search for suitable accommodations. Both imported and local foods are available. Water supply

	shortages are common and while it is also not safe to drink water without treatment, bottled water is easily available. Traffic congestion can be high in certain areas, but public transport, especially taxis, is available and generally reliable. Kathmandu has a moderate climate with the coldest temperature reaching around 0 degrees Celcius at night during the winter and mild but humid weather between mid-June and end-September.
Schools & Childcare	Most of international staff member's children attend international schools with an academic system that is widely recognized abroad. International schools often include a kindergarten and pre-school classes (sometimes even a nursery) for younger children.
Work for spouses & partners	Work opportunities for spouses/partners are limited. However, if hired by any organization, spouses must apply for a work permit through the same hiring organization.





**UNITED NATIONS CHILDREN'S FUND
SPECIFIC JOB PROFILE**

I. Post Information

Job Title: **Programme Officer – Children with Disabilities**

Supervisor Title/ Level: Early Childhood Development Specialist (P4)

Organizational Unit: UNICEF Regional Office for South Asia (ROSA)

Post Location: Kathmandu, Nepal

Job Level: P2

Job Profile No.:

Job Classification Level: P2

II. Strategic Office Context and purpose of the job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programs, in advocacy and in operations. The equity strategy, emphasizing the most disadvantaged and excluded children and families, translates this commitment to children's rights into action. For UNICEF, equity means that all children have an opportunity to survive, develop and reach their full potential, without discrimination, bias or favoritism. To the degree that any child has an unequal chance in life — in its social, political, economic, civic and cultural dimensions — her or his rights are violated. There is growing evidence that investing in the health, education and protection of a society's most disadvantaged citizens — addressing inequity — not only will give all children the opportunity to fulfill their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. It accelerates progress towards realizing the human rights of all children, which is the universal mandate of UNICEF, as outlined by the Convention on the Rights of the Child, while also supporting the equitable development of nations.

UNICEF Regional Office for South Asia (ROSA) is seeking donor support for the funding of a JPO position that will provide **critical support for the implementation of UNICEF's Disability Inclusion Policy and Strategy (DIPAS) 2022-2030**. The JPO will **provide support across the different sectors** to ensure the technical excellence and quality of programmatic work on inclusion of children with disabilities in the South Asia region to advance the DIPAS cross-sectoral strategic priorities. The JPO will also support the knowledge interchange on best practices in disability inclusive programming across the region. Overall, the funding of this position will provide much-needed support for the organization's strengthened commitment to leaving no child behind.

Under the overall strategic guidance of the Regional Education Adviser, UNICEF ROSA, and immediate supervision of the Early Childhood Development Specialist (and Disability Inclusion Regional Lead), the JPO will support implementation of the South Asia Disability Inclusion Regional Action Plan linked with DIPAS, providing technical support and assistance on disability-inclusive programming and operations across the region, strengthening the inclusion of children with disabilities in country programme planning and programming and developing staff capacity. The position will also collaborate closely with UNICEF Headquarters to contribute to UNICEF's global discourse on mainstreaming disability in policies, practice and programming. In addition, the JPO will support the Regional Office in fostering key partnerships with the aim of driving the advocacy agenda

for the rights of children with disabilities and mobilizing resources through strengthening relationships, synergies and coordination with external partner and donor organizations.

Purpose of the job:

To advance inclusion of children with disabilities in the region and to further align DIPAS with the upcoming **UNICEF Strategic Plan (2026-2029)**, and the **Sustainable Development Goals (SDGs) 2030**, the JPO, under the direct supervision of the Disability Inclusion Regional Lead, will be responsible for the following key functions/accountabilities:

- 1) Support implementation of UNICEF’s Disability Inclusion Policy and Strategy (DIPAS) and the South Asia Disability Inclusion Regional Action Plan through analyzing and monitoring disability inclusion in programmes and operations in the region and provide technical guidance and assistance on making programmes and operations more inclusive.
- 2) Support the Regional Office in fostering and strengthening partnerships with organizations of persons with disabilities representing/supporting children and young people with disabilities, organizations working on disability inclusion, donors, other UN agencies and strategic partner organizations.
- 3) Identify capacity gaps and support development of training opportunities for increased knowledge and understanding on disability inclusive programming at regional and country levels.
- 4) Support monitoring and evaluation of and knowledge management on disability-inclusive programming and operations.

A work plan will be developed with the JPO within the first month of the assignment.

III. Key functions, accountabilities and related duties/tasks:

1. Support the implementation of UNICEF’s Disability Inclusion Policy and Strategy (DIPAS) and the South Asia Disability Inclusion Regional Action Plan
 - Monitor and analyze progress against the priority areas of the Regional Action Plan
 - Provide technical guidance and assistance on how programmes and operations can be more disability-inclusive, identifying and sharing good practices and assisting with design of cross-sectoral interventions
 - Provide guidance and ensure the inclusion of children with disabilities in country office Situation Analyses, Country Programme Documents, Humanitarian Appeals for Children (HACs)/Situation Reports (SitReps)
2. Support the Regional Office in fostering and strengthening partnerships
 - Map organizations of persons with disabilities, and other organizations and agencies working on the rights of children and young people with disabilities
 - Map potential donors and other strategic partner organizations and their priorities
 - Support collaboration with potential partner organizations and agencies
 - Support resource mobilization for disability inclusion, including through the development of proposals, pitch notes and other materials and resources
3. Identify capacity gaps and support development of training opportunities for increased knowledge and understanding on disability inclusive programming and operations at regional and country levels
 - Map needs for capacity-building of UNICEF Country Offices in the region and of Regional Office staff
 - Develop training programmes and materials and support facilitation of training workshops linked with Country Office and Regional Office programmes and operations
4. Support monitoring and evaluation of and knowledge management on disability inclusive programming and operations
 - Monitor and analyze the situation of children with disabilities in the region, including in relation to learning and skills and other outcome areas
 - Document and share country and regional good practices in disability programming and operations
 - Develop and maintain country profiles on disability (focusing on ongoing work and key achievements on inclusion of children with disabilities)
 - Support with mid-year and end-year reviews and reporting on disability inclusion

IV. Impact of Results

The efficiency and efficacy of support provided by the Junior Programme Officer - Children with Disabilities to programme preparation, planning and implementation contributes to the achievement of sustainable results to improve social inclusion of children with disabilities.

V. Competencies and level of proficiency required

Core Values attributes

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

Core competencies skills

- 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)
- Drives to achieve impactful results (1)
- Manages ambiguity and complexity (1)

VI. Recruitment Qualifications

Education:	An advanced university degree (Master's level) in one of the following fields is required: international development, human rights, psychology, sociology, international law, or another relevant social science field.
Experience:	A minimum of two years of professional experience in one of the following areas is required: programme planning, management, and/or research in child rights, social inclusion.
Language Requirements:	Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or local language of the duty station is considered as an asset.