



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

I. Post Information

Job Title: **Programme Officer (Resilience and Social Cohesion),
SUD24076**

Job Level: NOB

Supervisor Title/Level: **Programme Specialist / NOC**

Organizational Unit: West Area Team (Darfur)

Post Location: **Port Sudan, Sudan**

II. Job organizational context and purpose for 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.

Job organizational context and purpose for the job:

Sudan has experienced decades of deeply entrenched social inequalities, environmental vulnerability, armed conflict and violence, and poor governance. All this has resulted in protracted displacement, resource degradation and competition over access to natural resources, disruption of basic infrastructure and social services, food insecurity, weakened social fabric and loss of livelihoods. The failing economy, political tensions and continuing popular protests for justice and judicial reforms, and inflationary tendencies are all manifestations of Sudan's ongoing fragility, leaving more vulnerable children, families, and communities further behind. These challenges have been compounded by the COVID-19 pandemic. In April 2023 the situation drastically deteriorated when an intensive armed conflict between two opposing groups erupted and has since engulfed the country causing widespread death, destruction and extensive displacement, most notably in Khartoum, the Kordofans and the Darfurs.

In 2022 UNICEF and WFP, with the support of German Cooperation embarked on a 4 year EUR 200m Joint Programme (JP) for social cohesion and resilience. Implemented in North, South and Central Darfur, the programme aimed to provide immediate support to strengthen the functionality of local authority institutions and improve community participation in activities promoting self-reliance, resilience, and social cohesion in targeted localities.

As set out in the programme document, the JP 'entailed an integrated approach to disaster preparedness, development of sustainable livelihood opportunities, access to basic social services and social protection provision. Its design will align with priorities of the spirit and letter of the Juba Agreement for durable solutions in development, strengthening horizontal and

vertical social cohesion, peaceful resolution of local conflict and contribute to the establishment of a conducive environment for lasting peaceful coexistence. The programme will contribute to strengthening the adaptive and transformative capacities of individuals and communities, and the institutions and systems that provide services to them' (JP programme document, December 2021).

The following key results were envisioned to be achieved:

1. Communities will have enhanced food systems, resilient livelihoods and increased equitable access to and utilisation of quality basic social services and protection.
2. Systems and institutions at locality and community levels will be strengthened resulting in enhanced governance, accountability, efficiency, inclusiveness, and protection of rights across all groups in target locations.
3. Promoting peace and collaboration through a culture of inclusive social dialogue, ownership and engagement in community processes and outcomes to foster trust and interdependence across community groups.
4. Programme approach and implementation is informed by participatory methods of evidence generation and monitoring, supporting advocacy, policy and practice in Sudan and the broader region.

Since the outbreak of the most recent hostilities in April 2023, the JP has been adapted to the context and has continued to be implemented in partnership with WFP. This post will have a pivotal role to ensure synergies between delivering on the JP results with implementing UNICEF's humanitarian response plan.

The Programme Officer is required to support all aspects of day-to-day implementation of the programme across the three targeted Darfur states. The Programme Officer will be based in Port Sudan, Sudan, and will report to the Programme Specialist.

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

1. **Technical leadership and guidance:** Support partners to programme for resilience and social cohesion both within the scope of the JP and wider humanitarian/nexus type programming.
2. **Coordination with WFP:** Support day-to-day coordination with WFP at state level including facilitating appropriate coordination with wider stakeholders.
3. **Partnerships:** Lead the development and management of partnership agreements with NGOs and other institutional or third-party arrangements.
4. **Representation:** As required, support UNICEF not only in state level coordination, but with state level government, other non-state actors, and the native administration (as agreed with manager)
5. **Programme management and implementation:** Under the programme specialist, support the overall management and coordination of all aspects of the state level programme toward the agreed results; including timely and effective grant and financial management.
6. **Monitoring, reporting and evaluation:** Support state-level monitoring, the provision of timely and quality inputs to donor reporting as well as evaluation.
7. **Communications, visibility and donor relations:** Support state-level visibility, communication as well as donor visits (context permitting)

IV. Impact of Results

The quality of work by the Programme Officer directly impacts on the overall reputation of UNICEF. S/He follows established procedures but is expected to make recommendations on strategies for improving practice. The Officer is accountable for helping UNICEF to deliver on its commitments, most importantly to the vulnerable children and communities it serves.

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

i) Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability

ii) 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)

*The 7 core competencies are applicable to all employees. However, the competency Nurtures, Leads and Managers people is only applicable to staff who supervise others.

VI. Skills

- Results-based-management
- Current knowledge of resilience, social cohesion or nexus programming, strategies, as well as programming policies and procedures in international development cooperation.
- Demonstrated ability to manage large multi-sector programmes.
- Demonstrated ability to lead diverse and multi-cultural teams
- Skill in the training and capacity building.
- Demonstrated ability in donor reporting
- Excellent communications skills, verbal and written.
- Ability to conduct sound policy analysis.
- Ability to multi-task and deliver against workplan and deadlines

VII. Recruitment Qualifications

Education:	A Bachelor's degree is required in one of the following fields: peace-building, international relations, political science, international development, or another relevant technical field.
Experience:	A minimum of 3 years of professional experience in two or more of the following areas is required: humanitarian response, peace-building, nexus type programming or community empowerment. Previous experience and / or deep understanding about the Unicef Sudan programming environment, in particular in Darfur an asset.
Language Requirements:	Fluency in English and Arabic, both oral and written, is required.