

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT/CONTRACTOR

SECTION	Health and Nutrition
CONSULTANCY TITLE	Technical expert for implementation of nutrition programming for school age children and adolescents and prevention of overweight
TYPE OF ENGAGEMENT	<input checked="" type="checkbox"/> Individual Consultant <input type="checkbox"/> Individual Contractor (Part-Time) <input type="checkbox"/> Individual Contractor (Full-Time)
PURPOSE OF THE ASSIGNMENT: The purpose of this assignment is to implement key activities for nutrition programming of adolescents and school aged children as per the rolling workplan for 2023.	
BACKGROUND: <p>The face of malnutrition has changed, from most commonly presenting as undernutrition to the co-existence of hidden hunger (micronutrient deficiencies), undernutrition (stunting and wasting) and a growing prevalence of overweight and obesity. In Zimbabwe, the triple burden of malnutrition is observed within communities, schools, households and individuals in both rural and urban settings.</p> <p>While anaemia reduces cognitive performance and endurance, affecting school going children's education outcomes, teenage pregnancies are high with 24% of 15-24-year old's having begun childbearing. Adolescents in Zimbabwe make up 25-30% of maternal deaths, thus significantly contributing to maternal and child mortality and the vicious cycle of ill-health and poverty. Additionally, young people (15-24 years) make up approximately half of all new HIV infections in Zimbabwe, and adolescents living with HIV are more prone to undernutrition and experience a myriad of problems resulting in poor adherence to antiretroviral treatment.</p> <p>Zimbabwe has shown limited progress towards achieving the diet-related non-communicable disease (NCD) targets and targets for obesity, with an estimated 12.6% of adult women and 2.5% of adult men living with overweight and obesity (DHS 2015) . This is an increase from 10.6% and 1.8% for women and men respectively in 5 years (DHS 2010) . Following the first window of opportunity to correct malnutrition in the first 1000 days of life, adolescence offers a second window of opportunity for the correction of nutritional deficiencies and insufficient growth from childhood. Adequate nutrition and positive nutrition behaviors adopted during this critical age period are associated with the improved health and development of the future adult population, their future offspring, bringing potential intergenerational benefits.</p> <p>Despite improvements in nutrition outcomes for children and pregnant women, much more needs to be done to combat child, adolescent and women's malnutrition in all its forms. Nutrition programs for a long time have focused on under 5 children and pregnant and lactating mothers to ensure children survive and thrive, targeting the first 1000 days as a window of opportunity. This has left a 'missing middle' – a gap in programming aimed at school-aged children and adolescents (SACA), a missed opportunity in terms of the second window of opportunity to break the intergenerational cycle of malnutrition.</p>	
ASSIGNMENTS: Contribute to the development of an implementation framework for nutrition through the education system <ul style="list-style-type: none"> • Ensure finalization of the School Nutrition Guidelines, compiling and coordinating input from all relevant stakeholders • Support the development and roll-out of a training plan for Provincial level and District level MoPSE and other relevant stakeholders on the School Nutrition Guidelines. • Develop tracker to monitor implementation of the School Improvement Grant in the target districts Nutrition education and supplementation implemented through schools - <ul style="list-style-type: none"> • Provide UNICEF technical input for nutrition to the revision of the School Curricula, to ensure all aspects of nutrition are included in the revised curricula • Act as focal point for the quantification of necessary supplies (IFA for adolescents), following up stock balances and expiry , in collaboration with the supply officer and nutrition section Prevention of overweight -	

- Coordinate and oversee the packaged food survey in collaboration with the Nutrition Specialist (MIYCAN) and the Nutrition Specialist (ESARO), under the oversight and guidance of the Nutrition Manager

Monitoring and supportive supervision -

- Coordinate and participate in monitoring and on-job refresher training of school nutrition activities through joint MoHCC / MoE / FNC/ UNICEF supportive supervision
- Monitor and support the routine data collection and reporting (IFAS & deworming) through schools
- Analysis of data for SACA interventions, including the School Improvement Grant, for UNICEF reporting purposes

Other tasks as requested by the Nutrition Section

Child Safeguarding

Is this project/assignment considered as "[Elevated Risk Role](#)" from a child safeguarding perspective?

☐ YES ☒ NO If YES, check all that apply:

Direct contact role ☐ YES ☒ NO

If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediately physical proximity, with limited supervision by a more senior member of personnel:

Child data role ☐ YES ☒ NO

If yes, please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (name, national ID, location data, photos):

More information is available in the [Child Safeguarding SharePoint](#) and [Child Safeguarding FAQs and Updates](#)

Tasks/Milestone:	Deliverables/Outputs:	Timeline
Coordinate completion of the packaged food survey	Packaged Food Survey final report	15 Mar 2023
IFA supplementation taking place in target schools	Supplementation reports	30 Apr 2023
Implementation framework is in place	SNP Implementation guidelines in place	16 Jun 2023
Monitoring, supervision and reporting of SACA activities on the ground	Monitoring reports (at least one for each target district)	15 Jul 2023
Minimum Qualification required: <input type="checkbox"/> Bachelors <input checked="" type="checkbox"/> Masters <input type="checkbox"/> PhD <input type="checkbox"/> Other Disciplines <ul style="list-style-type: none">Public health nutrition, nutrition, public health; health promotionHome economics, food and nutrition scienceSocial marketing and advocacyFood systems: food safety, food regulations Languages <ul style="list-style-type: none">Fluency in English required.Excellent writing skills in English. Experience <p>At least five years of progressively responsible professional work experience in Nutrition programming at national and sub-national level.</p>	Knowledge/Expertise/Skills required: <ul style="list-style-type: none">Experience of nutrition programme implementationExperience of working with adolescents and young people and of implementing programming aimed at adolescents and young peopleExperience of working closely with various Ministries, including MoHCC and MoPSE Desirable <ul style="list-style-type: none">Experience of working within UNICEF is an asset.	

Supervisor: Mara Nyawo	Start Date: 16 January 2023	End date: 15 July 2023	Total Working Days: 126
Consultant Sourcing: <input checked="" type="checkbox"/> National <input type="checkbox"/> International <input type="checkbox"/> Both	Consultant Selection Method: <input type="checkbox"/> Competitive Selection (Roster) <input checked="" type="checkbox"/> Competitive Selection (Advertisement/ Desk Review/Interview)		
Payment	¹Lumpsum or monthly: Against deliverables		
Travel International (if applicable)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Travel Local (please include locations)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Locations: ESCT districts, and districts where nutrition for SAC is implemented		
DSA (if applicable) Approximate number of days: 40 days	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Administrative details: Visa assistance required: <input type="checkbox"/> Transportation arranged by the office: <input checked="" type="checkbox"/> (for field trips)	<input type="checkbox"/> Home Based <input checked="" type="checkbox"/> Office Based: If office based, seating arrangement identified: <input checked="" type="checkbox"/> Yes IT and Communication equipment required: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Internet access required: <input checked="" type="checkbox"/> Yes		
Application requirement	<input checked="" type="checkbox"/> Technical Proposal (No) <input checked="" type="checkbox"/> Financial Proposal (Yes) Submission of CV and support letter describing experience required.		

Text to be added to all TORs:

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.

¹ Payment of professional fees will be based on submission of agreed 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.

A consultant (ZCON) is an individual who is a recognized authority or specialist in a specific field engaged by UNICEF under an individual contract, within a specific period of time, in an advisory or consultative capacity, having specialized skills or knowledge, that is not readily available within UNICEF, and for which there is no continuing need in UNICEF. The functions of a consultant are results-oriented and normally involve analyzing problems, directing seminars or training courses, preparing documents/carrying out research for conferences or meetings, or writing reports on matters within their area of expertise. A consultant shall not perform any of the existing functions or responsibilities of staff members. Eg of consultant – Coach or Advisor. A consultant may have multiple/overlapping contracts.

An individual contractor (ZIND) is an individual engaged by UNICEF under an individual contract to provide expertise, skills or knowledge for the performance of a specific task. The work assignment may involve functions similar to those of staff members. A strategy for a long-term staffing solution must be in place. Eg of individual contractor – Administrative support or Media & Communication support. A part-time individual contractor may have multiple/overlapping contracts. A full-time individual contractor is not allowed to have multiple/overlapping contracts.

Contracts shall be limited to a maximum duration of 11.5 months in a 12-month period, up to a maximum cumulative duration of 46 months in a 48-month period.