GENERIC JOB PROFILE

I. Post Information	
Job Title: Finance Associate **Supervisor Title/ Level:** Administration /Finance Officer **Organizational Unit:** Operations	**Job Level:** G-6 **Job Profile No.:** **CCOG Code:** 2103 **Functional Code:** FIN **Job Classification Level:** G-6

II. 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

The Generic Job Profile for a Finance Associate, at the G-6 level, is to be used in a UNICEF Country Office, reporting either to a Administration/Finance Officer.

Purpose for the job

The Finance Associate will be responsible for providing a variety of technical and specialized tasks in finance functions, ensuring accurate and timely delivery that is in compliance with UNICEF financial rules and regulations, whilst demonstrating the capacity to research, adapt and evaluate irregular cases, and also to recommend improvements to process delivery and design.

At the G-6 level, the tasks below are expected to be carried out with some level of independence.

III. Key functions, accountabilities and related duties/tasks

1. Advises and assists on all aspects related to preparation of reports, compilation of data and answering queries on pledges recorded, funds received, adjustments made to ensure financial compliance, accuracy and completeness of data for its inclusion into statement of accounts and adjustment of budgets. Advises units of discrepancies and assists to resolve differences in their records.

2. Act as a Local Finance focal point, verify and ensure accuracy by checking invoices, making necessary calculations including all relevant data to be submitted to GSSC.

3. Maintains financial records and monitoring systems to record and reconcile expenditures, balances, payments, statements and other data for day-to-day transactions and reports.

4. Selects and enters data from a wide variety of documents, verifying and ensuring accuracy by checking sources, making necessary calculations and assuring inclusion of all relevant data.

5. Prepare recurring reports as scheduled and special reports as required for budget preparation, audits or other reasons.

6. Closes year-end account and assists in the preparation of year-end reports related to accounts receivable, accounts payable, prepayment, deposits, NEP and leave Balances (if applicable), etc.

7. Advises and assists international staff, experts and consultants on all aspects of allowances, salary advances, travel claims and other financial matters if needed before forwarding to GSSC.

8. Initiates correspondence to verify data, answers, queries and obtains additional information on accounts and financial transactions, as required.

9. Maintains liaisons with officials of local banks to obtain day-to-day information on exchange and interest rates, changes in procedures and regulations, and matters pertaining to maintenance of office bank accounts. This includes preparing recurring reports and bank reconciliation.

10. Support to HACT assurance activities including spot checks and audits, and follow-up on financial findings and recommendations, in accordance with applicable UNICEF policies and procedures.

11. Prepares detailed cost estimates, and participates in budget analysis and projects, as required.

12. Supports cash forecasting and financial monitoring processes, analyzes planned versus actual expenditures, identifies significant variances and follows up with relevant sections to improve the accuracy and timeliness of financial planning.

13. Performs other duties, as required.

IV. Impact of Results

The efficiency and efficacy of the Finance Associate directly impact on the optimum, appropriate and effective use of resources and efficient financial recording, accounting and reporting, which in turn facilitates management oversight, decision making and quality control.

V. Capabilities Required

1. **Project Management (3)**
   - Create project plans, objectives and deliverables
   - Track and organize resources like time, budget, and team efforts
   - Identify and report potential risks for further guidance

2. **Collaboration (3)**
   - Navigate organizational dynamics and adapt behavior to respond to different situations
   - Choose appropriate words, tone and tailors' messages respectfully and persuasively to suit different audiences
   - Write clear, concise and well-structured reports and documents using appropriate language
   - Pay close attention to what others are saying, asking questions for clarification
   - Present ideas and information clearly in front of groups

3. **Problem Solving (3)**
   - Analyze data, identify trends, patterns and anomalies
   - Evaluate information, analyze problems, identify underlying causes and risks
   - Summarize and communicate findings, focusing on actionable insights to support decision-making
   - Make decisions in time-sensitive situations, even with incomplete information
   - Assess the potential impact of solutions (costs, benefits and risks)

4. **Digital Dexterity (3)**
   - Utilize AI-powered tools and platforms to automate data analysis
   - Apply prompts to improve the quality of reports and data, ensuring alignment with internal regulations and policies
   - Use specialist technology business systems and software
   - Analyze and summarize data from various business systems to generate reports and insights

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

Core Values

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

Core Competencies for Staff with Supervisory Responsibilities *

- Nurtures, Leads and Manages People (1)
- 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)
- Drive to achieve impactful results (2)

- Manages ambiguity and complexity (2)

Core Competencies for Staff without Supervisory Responsibilities

- 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 Manages people is only applicable to staff who supervise others.

VII. Recruitment Qualifications	
Education:	Completion of secondary education is required. Professional and/or university courses related to the field of work are highly desirable.
Experience:	Minimum six years of clerical experience in the area of finance and accounting is required. Two years of experience in auditing would be an asset. A bachelor's degree from a recognized academic institution in a field relevant to the position may replace three years of related work experience. A master's degree may replace an additional two years. **Désirable :** • Strong knowledge of financial accounting, financial management and reporting. • Ability to perform financial reconciliations and analyze discrepancies and exceptions. • Knowledge of budget monitoring, cash forecasting and financial analysis. • Proficiency in ERP-based financial management systems; experience with SAP-based systems is an asset. • Advanced proficiency in Microsoft Excel, including data analysis, pivot tables and financial reporting tools. • Experience in supporting audits and other assurance activities. • Knowledge of UN/UNICEF financial rules, procedures and internal control frameworks would be an asset. • Ability to prepare clear financial reports and communicate financial information to non-finance colleagues.
Language Requirements:	Fluency in French is required. Knowledge of another official UN

	language (English, Arabic, Chines, French, Russian or Spanish) or local language of the duty station is considered an asset.

VIII. Child Safeguarding	
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 incumbents 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