

## TERMS OF REFERENCE FOR TEMPORARY APPOINTMENT

<b>Purpose</b>	Social protection specialist (Income Generating Activities & Public Work)
<b>Level</b>	P4
<b>Type of Contract</b>	Temporary Appointment
<b>Location</b>	Bamako
<b>Duration</b>	364 days
<b>Start Date</b>	31 July 2023
<b>Reporting to</b>	Chief Social Policy

### I. Project Background

The Government of Mali has obtained a loan (N°6852-ML) and a grant (D786-ML) from the World Bank for the promotion of access to finance through entrepreneurship and employment. This loan and grant were the subject of a financing agreement signed on 20 April 2021 for the implementation of the Project for the Promotion of Access to Financing, Entrepreneurship and Employment in Mali (PAFEEM).

The PAFEEM project aims to support the Malian government's efforts to meet the challenges of financial inclusion, the financing of Micro, Small and Medium Enterprises (MSMEs) and the creation of Income Generating Activities (IGAs), particularly for the benefit of young people and women in the northern and central regions of Mali.

Within this framework, the PAFEEM project is based on the following components:

- **Component 1:** Promotion of sustainable financial inclusion and development of fintech (USD 12 million);
- **Component 2:** Capacity building of micro, small and medium enterprises (USD 18 million);
- **Component 3:** Support to income generating activities, income support and employment (USD 26 million);
- **Component 4:** Emergency and Contingency Intervention (USD 0 USD);
- **Component 5:** Support to the management and implementation of the project (USD 4 million).

UNICEF is the implementing agency for Component 3 of the PAFEEM project. This component has two sub-components with specific objectives:

- **Sub-component 3.1:** - Supporting Income Generating Activities
- **Sub-component 3.2:** - Programming Labour Intensive Public Works

### II. Background on the area of intervention

The area of intervention is part of the so-called "three border zone" or Liptako Gurma by extension. It is so called in reference to the three border countries: Mali, Burkina and Niger. On the Malian side, the regions of Mopti, Timbuktu, Gao and Kidal are part of this geographical area. Since the beginning of the crisis in 2012, this area has been characterised by a climate of insecurity due to the presence of armed groups, but also to the rise in crime and tensions between communities.

Despite the government's efforts to address this, insecurity continues to characterise much of the project area. It is one of the main obstacles to peace, peaceful coexistence and development. It has several characteristics. Firstly, the loss of human life due to armed conflict, which leaves trauma for the survivors (widows, orphans etc.) and creates a climate of perpetual revenge. Secondly, there are the obstacles to the free movement of people and goods, which not only affect the civilian population but also have consequences for the general price level and the overall external competitiveness of the country. Thirdly, the recurrent inter-communal violence affects the whole population in its diversity and age structure, children, youth, women and the elderly. The first victims are the people living in the conflict zones. They suffer both the attacks of radical groups and the collateral effects of inter-communal violence. These clashes force them to live as internally displaced persons or as refugees in neighbouring countries. The categories of the population most affected in these situations are women, children, youth and the elderly.

Recurrent conflicts in the area pose a permanent threat to civil peace. Recurrent constraints on humanitarian access prevent many people from accessing vital basic social services, sometimes forcing them to resort to survival strategies or negative adaptations. Added to this already worrying situation are the effects of climate change and the inability of people in conflict-affected areas to carry out their socio-economic activities properly. All these factors have resulted in increased vulnerability and the number of food and nutrition-insecure people. Already in January 2022, the humanitarian response plan estimated that 12.9 million people would be affected, 7.5 million of whom would need humanitarian assistance. In the project intervention area, the people in need are in Mopti (1,600,000), Timbuktu (633,000), Gao (587,000) and Kidal (71,000). The intervention area is also affected by population displacement with at least 75% of the country's total case load of IDPs according to the Commission on the Movement of Populations data as of 31 December 2022. Compared to the July 2022 level, there is a 6% decrease in the number of IDPs in the intervention areas although the total number of IDPs has increased from 396,904 to 412,387 over the two periods.

### III. Purpose

Under the guidance and general supervision of the chief of social policy's section, the Social Protection Specialist (IGA and PW) supports the development and preparation of the PAFEEM/World Bank Programme's components and is responsible for managing, implementing, monitoring, evaluating, and reporting the progress of the programme, specifically the "Income Generating Activities" and "Public Work" programme within the country programme. The Specialist provides technical guidance and management support throughout the programming processes to facilitate the timely implementation and achievement of quality and sustainable results of IGA and PW and their impact on social protection system building. This comprises short term results on programme specific results but a clear link with the overarching objective to increase equitable access to social protection services and poverty reduction.

The Specialist contributes to achievement of results according to plans, allocation, results based-management approaches and methodology (RBM), as well as UNICEF's Strategic Plans, agreement, project proposal, standards of performance, and accountability framework.

#### IV. Main duty and responsibility

##### *Responsibilities*

The social protection specialist (IGA and PW) will be responsible for designing and implementing high quality, efficient IGA and PW activities including feasibility assessment, programme cycle design and implementation linking up with Local entities NGOs, private sector, and communities.

The role shall provide overall project implementation, promote, and value inclusive participatory approaches at the community level throughout the projects' cycle, awareness raising and sensitisation, and all related program activities, Pre and Post IGA and PW activities Monitoring.

##### *Major activities and tasks*

Under the direct supervision of the chief social policy and in collaboration with the chiefs of field offices (Mopti, Gao, Timbuktu) and respective community development specialists, the incumbent will be responsible for:

- Facilitating initial community entry activities including quality oversight of the value chains studies in the 4 regions and specific needs surveys in communities.
- Designing the programme approach and monitoring the implementation activities of project in accordance with the plans and the donor agreement
- Design and supervising cash operations (implementation modality, risk management and mitigation, grievance, and redressal mechanisms etc.)
- Planning and supervising training of beneficiaries on IGA and PW best practices according to the project operational manual, policies and guidelines of the organization and donor requirement.
- Designing selection criteria and ensuring the identification and selection of the most vulnerable project beneficiaries (reducing exclusion errors), and providing information to ensure accountability, fairness, and transparency during implementation of activities.
- Working closely with the World Bank's Project Implementation Unit (PIU) of the PAFEEM, community structures to follow up on implementation of income generation activity plans and public work.
- Working with the environmental and social safeguard specialists to ensure that the PW activities are carried out in accordance with environmental and social safeguard and child sensitivity aspects (e.g., care and shelter for the children of women working in PW activities...).
- Preparing action plans and providing direct support to beneficiaries through visits, in line with the action plans and as required.
- Facilitating links and referrals relationships between the beneficiaries and community groups and local sources of support.
- Supervising hands-on livelihoods trainings, as necessary, and provide guidance to targeted beneficiaries to enhance their capacity to engage in income-generation activities and public work.

- Ensuring all documentation, reports, and records from the community on IGA and PW are maintained per agreed procedure, and information is provided on these community activities as required.
- Planning and supervising step-down trainings with beneficiaries and community groups on various topics on IGA and PW as outlined in the implementation plan.
- Providing technical guidance and support to the development of IGA and PW strategies/approaches.
- Taking lead in the coordination of beneficiaries' IGA and PW education and participating in community IGA and PW sensitization
- Supporting beneficiaries and community groups, supervising assessments/project activities to women and youth in the communities.
- Working and facilitating partnerships with relevant IGA and PW value chain actors and their service providers.
- Coordinating data collection on beneficiary of IGA and PW in line with data protection protocols
- Coordinating the review and progress of the project with other players including, local governments, community- based organisations, other NGOs, and private sector actors.
- Monitoring activities of and providing technical supervision to the community development specialists based in the field offices and government extension workers.
- Perform any other responsibility that will be assigned to him/her.

Given the changing demands within the complex environment the project will be operating in, the social protection specialist (IGA, PW) must have a high level of responsiveness and adaptiveness to processes and structures making flexibility and a project based working approach. In this regard, the supervisor may/will agree further details of specific tasks and duties as part of the performance agreement. Any reasonable duty may be assigned that is consistent with the nature of the job and its level of responsibility, and employees may be required to change the focus of their role from time to time.

#### *Education and experience:*

- Advanced University degree in economy, social protection, development studies, management, and social sciences,
- Proven relevant work experience of at least 5 years in the areas of public work, Income generating activities, social protection including cash transfer programme (design, implementation, and monitoring), poverty alleviation, poverty reduction, community development
- Exposure/Experience to beneficiary data management system
- Field experience in complex, high-risk and/or conflict affected environment
- Experience of implementation of cash transfer programme through a variety of modalities
- Advanced Project management experience, including coordination of multiple partners across multiple geographic areas
- Strong knowledge of ongoing social protection policy debates and evidence is required
- Ability to work independently and respond to feedback in a timely and professional manner.
- In-depth knowledge of Sahel region, Mali being an asset.

#### *Critical competencies:*

- Demonstrated knowledge and thorough understanding of social protection, poverty alleviation, poverty reduction, youth employability, Income generating activities, community development, gender responsive social protection
- Ability to establish effective working relations in a high paced, multicultural environment across many sectorial disciplines
- Strong analytical capacity and ability to quickly comprehend complex concepts and apply them in operational settings
- Ability to build strong relationships with external actors- cultivate productive relationships with donors, partners and other important institutions and individuals
- Excellent oral and written communication skills
- Ability to develop innovative solutions- encourage and contributes creative solutions to address challenging situation
- Resourcefulness, initiative, maturity of judgement
- Demonstrated familiarity with World Bank project management in particular Income Generating Activities and Public Work will be considered an asset

*Languages:*

Fluency in French and English required (oral and in writing). Knowledge of an additional official UN language or local languages (Bambara, Tamashek, Foulfoulbe, Arabic, Songhoi, Soninké, Bozo and Dogon) is an asset.

**UNICEF's Core Values**

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

**Functional Competencies**

- Builds and maintains partnerships (II)
- Demonstrates self-awareness and ethical awareness (II)
- Drive to achieve results for impact (II)
- Innovates and embraces change (II)
- Manages ambiguity and complexity (II)
- Thinks and acts strategically (II)
- Works collaboratively with others (II)
- Nurtures, leads and manages people (II)

**Remarks:**

- **Female** candidates are particularly encouraged to apply.
- Only shortlisted candidates will be contacted and advance to the next stage of the selection process.
- This VA is open to all UNICEF staff and other personnel (including consultants, JPOs, UNVs, TAs etc.)”
- “UNICEF only considers higher educational qualifications obtained from an institution accredited/recognized by a government, or in the World Higher Education Database (WHED), a list updated by the International Association of Universities (IAU) / United Nations Educational, Scientific and Cultural Organization (UNESCO). The list can be accessed at <http://www.whed.net/>”