



TERMS OF REFERENCE

Post Title: Gender and Adolescent Programme Specialist, NOC, Manila, Philippines (Temporary Appointment, 364 days),

Duty Station: Manila

Level: NO-C

Duration: 364 Days

Funding: SC 220137, 220875, 220320,230070

Supervision: Deputy Representative for Programmes, P5

PURPOSE OF TEMPORARY ASSIGNMENT:

The Philippines Country Office is hiring a Gender and Adolescent Specialist (NOC) on a temporary appointment for 364 days to increase dedicated capacity and expertise in Philippines on gender and adolescent programming.

Gender equality is essential to realizing the mandate of UNICEF to uphold the rights of all children. The UNICEF Gender Action Plan (GAP), 2022–2025, operationalizes the UNICEF Gender Policy, 2021–2030, by specifying how UNICEF will promote gender equality across its programmes and workplaces. It affirms that promoting gender equality and the empowerment of women and girls is the responsibility of everyone, regardless of organizational role.

The GAP elaborates the steps required to accelerate progress on gender equality across the five Goal Areas of the UNICEF Strategic Plan, 2022–2025, as well as within institutional systems and processes, with clear indicators and monitoring mechanisms to track change. The GAP builds on an increasing knowledge base on gender equality, including current evidence regarding the gendered effects of the coronavirus disease 2019 (COVID-19) pandemic. It responds to lessons learned from the implementation of previous GAPs and an extensive global consultative process with staff, partners, and young people. It is grounded in the human rights principles of non-discrimination and equality and articulates the role of UNICEF, as a collaborator with Governments and other partners, in supporting the 2030 Agenda for Sustainable Development.

Recognizing that gender discrimination has lifelong and intergenerational impacts, the GAP advances gender equality throughout the life course. At the same time, it promotes targeted actions to advance the leadership and well-being of adolescent girls, as girls are both disproportionately affected by gender inequality and have tremendous potential to be leaders for change. This dual-track approach goes beyond responding to the manifestations of gender inequality to tackle its underlying drivers, including by engaging boys and men as allies; advancing upstream financing and policy solutions; and supporting girls' agency and voice. In preparation for the new Country Programme, UNICEF Philippines

conducted a Gender Programmatic Review in late 2022 to help inform and identify priority areas for gender-related interventions.

Investing in adolescents strengthens their ability to advance human rights and build a bright future for themselves, their families and entire countries. UNICEF takes a life-course approach to adolescent development and participation, identifying critical risks and opportunities that have implications for the realization of children's rights, from the first decade through the second. UNICEF's current Strategic Plan highlights an organizational shift when it comes to working with young people as equal partners. In line with UNICEF's Engaged and Heard: Guidelines on adolescent participation and civic engagement on adolescent development and participation, as well as the UNICEF Philippines Country Programme for 2024-2028, UNICEF plans to support gender-and adolescent-responsive systems and services, through meaningful participation of adolescents and supporting youth-led action to influence social norms, decision-making and policies affecting them, including on climate action. UNICEF plans to support gender-responsive and adolescent-friendly systems and services and adolescent engagement and empowerment, including through meaningful participation of adolescents in their communities, social norms change, and the political processes that affect them.

MAJOR DUTIES AND RESPONSIBILITIES:

1. Management and/or advisory support to Deputy Representative

- Lead the Office Adolescent Task Force and serve as Office Gender and Adolescent Focal point, actively participate in Programme Management Team; partnerships, research, financial and contract review committees; and other key country-specific leadership teams to ensure strategic inclusion of gender and adolescence in all country-specific programming.
- Coordinate with the Regional Gender and Adolescence Advisors/Specialists to plan, utilize, monitor and report on any global/regional funding for these areas, or other programmatic funds with large gender and adolescence components that are allocated to the country-specific interventions for the Country Programme, under the Country Office senior management.
- In collaboration with sectoral colleagues and under the guidance of Deputy Representative, coordinate the planning and monitoring of the utilization of the budget allocated to sectoral and cross-sectoral gender and adolescence interventions.
- Lead the gender and adolescent component of the reporting of the routine country-level programme expenditures, including the annual planning and reporting cycles and the Result Assessment Module (RAM) as well as Core Standard Indicators (CSI).
- Provide technical input and review on the gender and adolescent components in key funding proposal appeals and submissions and in the design of funded projects/programs/research so that gender and adolescence technical components are clearly defined, technical capacities, and child-safe guarding are included.

2. Program development and planning (including emergency contexts)

- Lead and/or support the evidence-based programme planning on gender and adolescent development and participation, incorporating robust measurement and evaluation of results - especially in the event of the Mid-Term Review.
- Provide technical leadership on integration of gender and adolescent participation into country programming phases, including strategic planning, SitAns, annual reviews, and in the programmatic assessment and institutional strengthening components of gender and adolescent reviews.

- In collaboration with sectoral colleagues, identify the areas of focus for gender and adolescence programming with the greatest potential for impact and scale, in alignment with the GAP and the country/regional priorities.
- Work with sectoral counterparts to incorporate sound gender and adolescence indicators and measures in programme and policy initiatives, proposals, and advocacy efforts and assist in developing gender-sensitive theories of change models for sector and cross-sectoral programming, including for adolescence.
- Ensure Gender lens throughout the design, implementation, and monitoring phases of HPV vaccine introduction in Philippines. Documenting gender barriers to access the HPV introduction by considering real-time digital insights and feedback systems from the field visits from the partners and MOH.
- Support gender transformative strategies and M&E on interventions aimed to reach Zero Dose Children and communities. Ensure gender transformative approaches are integrated into messages and outreach, communication and community engagement strategies - tailored to context, language, gender, culture.
- Support the development of a sound rationale and relevant programmatic strategies on gender and climate, as well as, adolescent participation and climate, in line with the Climate and Environmental strategy of Philippines CO
- Ensure that children and adolescents are meaningfully consulted/engaged in the design, implementation, and monitoring of relevant projects/programmes/research and in the development plans and strategies, guaranteeing that processes are inclusive and adhere to child protection policies.
- Support the development of strategies to ensure meaningful participation of young people in different levels of governance processes

3. Program management, monitoring and delivery of results (including emergency contexts)

- Provide technical support in indicator identification, measurement, and performance tracking as it relates to gender and adolescence mainstreaming, in collaboration with PME section and sectoral teams.
- Lead cross-sectoral collaboration and coordination on key programmatic results on gender and adolescence and meaningful participation approaches, ensuring coherence, maximization of synergies and efficiency in utilization of resources and delivery of results.
- Support the strengthening of data systems and collection, as well as accountability mechanisms to monitor and evaluate progress on gender and adolescent results.
- Support high quality reporting on gender and adolescence results, and an annual performance review of GAP specified results.
- Work closely with evaluation colleagues to effectively integrate data collection, tracking, analysis and reporting on the indicators for the GAP into programme results and gender and adolescence performance benchmarks into M&E systems.
- Support and strengthen the quality of research and evidence building on gender and adolescence related programming, bringing in the latest learning and insights from the field of gender and adolescent development, and putting in place a coherent, well-prioritized research agenda in alignment with the GAP and UNICEF Philippines's four priorities for adolescents.
- Oversee the planning and implementation of the gender and adolescence reviews and make sure that the recommendations that come out of the gender and adolescence review are integrated into the Country Programme strategy and action plans and humanitarian strategies and action plans in emergency contexts.

- Actively represent UNICEF in relevant coordination bodies at the inter-agency level (gender theme group or other networks, protection cluster if relevant), participate as a member of steering committees, and provide close oversight of inter-agency joint programmes.

4. Advisory services and technical support

- Provide technical support and guidance to national government, NGOs, UN Agencies and other country-level and local-level partners on aspects of gender and adolescence programming and to ensure incorporation of gender and adolescent development and participation indicators and measures in programmes/projects, policy initiatives, proposals, and M&E systems.
- Provide technical support and advocacy to reporting and follow-up on international and regional gender equality commitments made by the country.
- Support the development of adequate emergency preparedness measures, updating of contingency plans and establishment of early warning mechanisms that reflect gender and adolescent needs.
- Support the development and of sex-disaggregated databases on information crucial for the planning and implementation of emergency plans.
- Support the development and deployment of emergency training that incorporates gender and adolescence issues and relevant strategies.
- Lead and/or participate in needs assessment missions on gender and adolescents,
- Identify implementing/operational partners and establish implementing arrangements in order to ensure an effective, gender-inclusive emergency response attentive to the needs of adolescents.

5. Advocacy, networking ,and partnership building

- Liaise and consult with sections, government and other external partners (civil society, NGOs, UN Agencies, private sector) to identify areas for convergence, and develop and reinforce partnerships in gender and adolescence programming.
- Forge and support internal and external partnerships and networks in the development of harmonized, gender-transformative, adolescent-responsive, and participative programme interventions.
- Build strategic alliances for gender equality and adolescent development and participation with various partners, including institutional links with UN agencies and other relevant entities.
- Represent UNICEF in the UN Youth Technical Working Group (UNYTG) and coordinate with the UN Youth Advisory Board (UNYAB) on relevant matters. Collaborate with other UN agencies and partners, especially in the UN Country Team Gender Theme Group, to enhance robust gender results in sectoral programmes at the country level. If necessary, represent UNICEF in external meetings on gender integration into sectoral and cross-sectoral results, including UNSDCF.
- Lead mapping of potential new partnerships and leverage existing partnerships including adolescent girls' and youth networks to accelerate GAP implementation at the country level in determined priority areas.

6. Innovation, knowledge management and capacity building

- Initiate documentation and sharing of the country-level experience in gender and adolescence programming and lessons learned, which will be shared with internal network and external partners and utilized for South-South cooperation.

- Represent gender and adolescence at sectoral, country-level and regional-level network meetings, and ensure best practices on gender and adolescent programming from Philippines are highlighted in these forums.
- Bring best practices in gender and adolescent programming and measurement to the attention of senior management and sectoral colleagues, as well as relevant regional and global advisors.
- Support and conduct innovative and/or participatory research on gender and adolescence at the country-level.
- Support Regional Gender and Adolescent Advisor and Adolescent Development Specialist in advancing the technical and research capacity of country-level staff, offices and programs on gender and adolescence to continue to build evidence base for programming and to ensure continuous capacity in gender and adolescence at Country Office level.
- Support management and HR in the development of systems, tools and processes that enable staff members and external partners to enhance their understanding and adoption of gender and adolescence sensitive behaviors, participatory processes and methodologies, and to support implementation of the GAP.

QUALIFICATIONS AND COMPETENCIES:

- Minimum five years of progressively responsible professional experience and demonstrated track record of having undertaken and led substantive programming and research on gender and adolescence and development, including in key issue areas that are the focus of UNICEF's Gender Action Plan.
- Experience in designing, implementing, managing, and delivering results-based programmes on gender, adolescent development and participation is required.
- One year of deployment in a developing country is required.
- Work experience with the UN or UNICEF is a strong asset.

Education:

- Advanced university degree (master's degree or higher) in the social sciences (i.e. sociology, demography, psychology, political science, gender studies, social policy or economics), public health, public policy, public administration, international development, or in an area relevant to UNICEF's sectoral work (e.g. Health, Nutrition, WASH, Education, Child Protection, Social Inclusion, HIV/AIDs, Climate Change, etc.).
- Academic credentials in gender and adolescents are a strong asset.

Language:

- Fluency in English is required, Knowledge of a local language an asset.

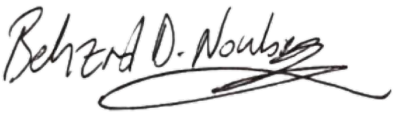

Competency Profile

i) Core Values (Required) CRITAS

- Care • Respect • Integrity • Teamwork • Accountability
- Sustainability

ii) Core Competencies (Required as applicable including levels as per the generic job profiles)

- Builds and Maintains Partnerships
- Demonstrates self-awareness and ethical awareness
- Drive to achieve Results for impact
- Innovates and embraces change
- Manages ambiguity and complexity
- Thinks and acts strategically
- Works collaboratively with others
- Nurture and leads people

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| Prepared by: | Approved by: |
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| <p>Behzad Noubary Deputy representative Date: 19 Feb. 2024</p> | <p>Oyunsaikhan Dendevnorov Representative Date: 19 Feb 2024</p> |