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|  | **UNITED NATIONS CHILDREN’S FUND**  **SPECIFIC JOB PROFILE (GJP)** |

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| **I. Post Information** | |
| Job Title: **Programme Manager**  Supervisor Title/ Level: **Representative**  Organizational Unit: **Programme**  Post Number: 110292  Post Location: **UNICEF Sudan Country Office** | Job Level: **Level 4**  Job Profile No.: **XXX**  CCOG Code: **XXX**  Functional Code: **XXX**  Job Classification Level: **Level 4** |

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| 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:**  UNICEF has been operating in Sudan for over 50 years. While initial programming focused more on a more traditional child survival and development agenda, with the graduation of the country to ‘high income’ status in 2007, UNICEF has adjusted its approach to undertake targeted, upstream interventions that address the country’s “unfinished business”. This includes issues related to the quality and financing of services; institutional capacity; and behavioural and social norms.  Hence, the overarching goal of the 2022-25 Country Programme is “to support the Government to empower all children in Sudan to realize their rights and participate equitably in building a knowledge-based society and competitive economy”, by   * ***Outcome 1: Strengthening evidence-based policies for children***, so that by 2025 improved public finance analysis, data and evidence are used to inform social policies and programmes for children, adolescents and young people, and progress towards the realization of the SDGs. * ***Outcome 2: Enhancing systems and services for children, adolescents and young people***, so that all children, adolescents and young people in Sudan, including those with disabilities, benefit from improved social service systems and services.   At this level, the incumbent is likely to manage a small unit of support and professional staff.  **Purpose for the job**:  Under the guidance of the Representative, the Programme Manager will be accountable for overall programme, planning, design, implementation and administration of all programme priorities within the Country Programme Document and Country Programme Management Plan. |

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| III. Key functions, accountabilities and related duties/tasks*)* |
| **Summary of key functions/accountabilities:**   1. **Improving data and research on data related to children for increased use for policy and programme action**  * Oversees the collection, analysis and user-friendly presentation of data related to children, including strengthening national capacity to collect routinely, report and use data for policy decision-making. * Provides timely, regular data-driven analysis for effective prioritization, planning, and development; facilitates results-based management for planning, adjusting, and scaling-up specific initiatives to promote child rights. * Contribute to the preparation of the Situation Analysis for programme development. Administer a consistent and transparent monitoring system, providing accurate analysis of country level socio-political-economic trends and their implications for ongoing programmes and projects. Support preparation of programme work plans as required. Responsible for preparation of program recommendations for inclusion in formal programme documentation, and new approaches, methods and practices.  1. **Strengthening social protection coverage and impact for children**  * Develops social protection policies, legislation and programmes with attention to increasing coverage of and impact on children, with special attention the most marginalized. Identifies, generates and presents evidence to support this goal in collaboration with partners. * Promotes strengthening of integrated social protection systems, providing technical support to partners to improve the design of cash transfers and child grants and improve linkages with other social sector interventions. * Undertakes improved monitoring and research around social protection impact on child outcomes, and use of data and research findings for strengthening programme results. * Provides timely, regular data-driven analysis for effective prioritization, planning, and development; facilitates results-based management for planning, adjusting, and scaling up specific social policy initiatives to reduce child poverty.  1. **Improving use of public financial resources for children**  * Undertakes sector diagnosis, fiscal space analysis, budget analysis and costing to inform UNICEF’s advocacy and technical assistance to Ministries of Finance and social sector ministries to improve equitable allocations for essential services for children. Works with sector colleagues to build capacity to undertake costing and cost effectiveness analysis on priority interventions to help inform policy decisions on child-focused investments. * Undertakes and builds capacity of partners for improved monitoring and tracking of public expenditure to support transparency, accountability and effective financial flows for essential service delivery, including through support to district level planning, budgeting and public financial management as well as facilitating community participation * Where national decentralization processes are taking place, collaborates with central and local authorities to improve policies, planning, budgeting, consultation and accountability processes so that decisions and child-focused service delivery more closely respond to the needs of local communities.  1. **Strengthened advocacy and partnerships**  * Supports correct and compelling use of data and evidence on the situation of children and coverage and impact of child focused services – in support of the country programme overall. * Establishes effective partnerships with the Government, bilateral and multilateral donors, NGOs, civil society and local leaders, the private sector, and other UN agencies to support sustained and proactive commitment to the Convention of the Rights of the Child and to achieve global UN agendas such as the Sustainable Development Goals. * Identifies other critical partners, promotes awareness and builds capacity of partners, and actively facilitates effective collaboration within the UN family.  1. **UNICEF Programme Management**  * Manages and coordinates technical support around child protection, social protection, public finance, education, health and climate change, ensuring it is well planned, monitored, and implemented in a timely fashion so as to adequately support scale-up and delivery. Ensures risk analysis and risk mitigation are embedded into overall management of the support, in close consultation with UNICEF programme sections, Cooperating Partners, and governments. * Supports and contributes to effective and efficient planning, management, coordination, monitoring and evaluation of the country programme. Ensures that the social planning project enhances policy dialogue, planning, supervision, technical advice, management, training, research and support; and that the monitoring and evaluation component strengthens monitoring and evaluation of the social sectors and provides support to sectoral and decentralized information systems. * Collaborates with the central and local authorities to strengthen capacity on quality data collection, analysis for policy development, planning, implementation, coordination, monitoring of essential social services, with emphasis on community participation and accountability. |

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| IV. Impact of Results |
| The strategic and effective advocacy, planning and formulation of programs/projects and the achievement of sustainable results, contributes to achievement of goals and objectives to create a protective environment for children and thus ensure their survival, development and well-being in society. Achievements in programs and projects in turn contribute to maintaining/enhancing the credibility and ability of UNICEF to provide program services for mothers and children that promotes greater social equality in the country. |

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| **V. UNICEF values and competency Required (based on the updated Framework)** |
| **i) Core Values**   * Care * Respect * Integrity * Trust * Accountability * Sustainability   **ii) Core Competencies (For Staff with Supervisory Responsibilities) \***   * Nurtures, Leads and Manages People (2) * 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)   or  **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 Managers people is only applicable to staff who supervise others. |

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| **VI. Recruitment Qualifications** | |
| Education: | An advanced university degree in one of the following fields is required: Economics, Political Science, Public Policy/ Administration, Social Sciences, International Relations, , or another relevant technical field. |
| Experience: | A minimum of eight years of relevant professional work experience is required.  Experience working in a developing country is considered as a strong asset.  Background and/or familiarity with UNICEF or the UN system is considered as a strong asset. |
| Language Requirements: | Fluency in English is required. Knowledge of Arabic is a strong asset as that is the local working language. |