**TERMS OF REFERENCE- Temporary Appointment**

**Summary**

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| **Post Title** | **Programme Specialist (Port Sudan/Kassala/Gedaref)** |
| **Proposed level** | P3 |
| **Location** | Port Sudan, Sudan |
| **Duration** | 364 days |
| **Supervisor** | Chief of Field Office - Kassala |
| **WBS & Grant** |  |

**Background**

Sudan has experienced decades of deeply entrenched social inequalities, environmental vulnerability, armed conflict and violence, and poor governance. All this has resulted in protracted displacement, resource degradation and competition over access to natural resources, disruption of basic infrastructure and social services, food insecurity, weakened social fabric and loss of livelihoods. The failing economy, political tensions and continuing popular protests for justice and judicial reforms, and inflationary tendencies are all manifestations of Sudan’s ongoing fragility, leaving more vulnerable children, families, and communities further behind. These challenges have been compounded by the COVID-19 pandemic.

Communal and inter-tribal conflicts have been on the increase in the Kassala and Red Sea States since the overthrow of the former regime in April 2019, with clashes that resulted in several deaths, injuries and continued mounting tensions. Historic ethnic and inter-ethnic grievances over identity have further been inflamed by hate speech, struggle for political power, poverty and competition over limited access to basic services and natural resources. The lack of sustainable development, the economic hardship, unemployment, COVID-19, the influx of refugees and the impact of climate change have further antagonized and polarized the already fragile relations between tribes. Whilst the Juba Peace Agreement (JPA) was designed as the main framework to reach and sustain peace across the country, the Eastern Track of the JPA has in fact heightened tribal tensions and fueled the risk of conflict as it has been rejected by the Beja who sees it as counter to their interest and has been perceived by some as an agreement made without adequate and inclusive representation. This has fueled tensions and triggered deadly clashes since the overthrow of the former regime. Recently, tensions have culminated into a blockade of access to Kassala and Red sea States by Tribal leaders. The current political situation in the East Sudan remains precarious and there is a risk of escalation into a full-blown conflict if immediate actions are not taken.

At the same time, the Red Sea, Gedaref and Kassala states have some of the worse development indicators in Sudan. The situation of stunting(chronic  malnutrition) is very high at 43.83% as per WHO standard(>40%) . Global wasting stands at more than ten per cent which is considered as serious as per WHO thresholds. Measles coverage for children under-one year of age is 27 per cent, and almost half of the population practices open defecation due to a lack of sanitation facilities as well as social norms. Lack of access to water and sanitation facilities increase the risk of disease outbreaks and affect children’s healthy development. Only 59.5 of children enrolled in schools. Girls are left-out of education due to harmful social norms in addition to increase in school dropout among boys due to poverty and limited resources to finance education . The prevalence of female genital mutilation (FGM) is around 40 per cent.

UNICEF programme in Eastern Sudan collaborates with government, civil society organizations and development partners in its relentless pursuit accelerate access to basic water, sanitation, and hygiene services, improve nutrition and strengthening health system to ensure healthy lives and promote well-being (SDG 3). To ensure inclusive and equitable quality education (SDG 4), UNICEF and the Ministry of Education work together to improve the access and quality of education in Eastern Sudan. UNICEF is supporting the strengthening of child protection systems and informal community mechanisms, to support children affected by humanitarian crises, abandon harmful practices, reduce children’s vulnerability, address risk factors, and strengthen families’ and children’s own resilience. In March 2021, the Ministry of Social Development launched the Mother and Child Cash Transfer Plus (MCCT+) programme in Eastern Sudan , with technical support from UNICEF and financial support from the German. As the first of its kind, the MCCT+ offers a multisectoral social assistance approach to improving nutrition, health and child protection outcomes during the first 1,000 days.

**Purpose**

Under the guidance of the Chief of Field Office – Kassala, the programme Specialist will help support the coordination and implementation of UNICEF’s programme across the three states. The programme coordinator provides guidance and management support throughout the programming processes, to facilitate the administration and achievement of the field office programme results. Particular attention will be given to laying the groundwork for a potential joint UNDP-UNICEF initiative “Strengthening Capacities for Peace and Social Cohesion in Kassala and Red Sea States and MCCT plus programme. The programme coordinator will be based in Port Sudan Sudan, and will report to the Chief of Field Office for Kassala, Gedaref and Red Sea states. The programme coordinator will regularly visit Red Sea and Gedaref to support programme implementation.

**KEY ACCOUNTABILITIES and DUTIES & TASKS**

*Within the delegated authority and the given organizational set-up, the incumbent may be accountable for all or assigned areas of the following major duties and end results.*

**1. Knowledge Management for Programmes**

Ensure that area/country programmes are strengthened by knowledge management through data collection and analysis, complete and accurate reporting as well as participation in the Programme Knowledge Network system of "lessons learned" and other corporate-level databases.

Participate in information exchange through donor and media visits as well as in the development of training and orientation materials.

**2. Programme Development and Management**

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.

**3. Optimum Use of Programme Funds**

Assist in establishing programme work plans and monitors progress and compliance. Help to manage allocation and disbursement of programme funds, ensuring that funds are properly coordinated, monitored and liquidated. Takes appropriate actions to optimize use of programme funds. Ensure programme efficiency and delivery through transparent approach to programme planning, monitoring and evaluation.

**4. Programme Monitoring and Evaluations**

Undertakes field visits to monitor and assess programme implementation and decides on required corrective action.

Carry out a rigorous and transparent approach to evaluation and participate the major programme evaluation exercises in consultation with the Representative, the Operations Officer, the Evaluation Officer and others to improve efficiency and quality of programme delivery.

Participate in annual sector review meetings with government counterparts.

Ensure the timely preparation of annual programme status reports.

**5.**  **Rights-Based and Results-Based Programme Management Approach**

Assure the quality of child rights-based programmes through consistent and effective planning, design, implementation, monitoring and/or evaluation of programmes and projects. Bring coherence, synergy and added value to the programming planning and design processes using a results-based management approach to programme design.

Ensure viable recommendations on project implementation, alternative approaches, and optimal utilization of resources that contribute effectively to the fulfilment of the rights of children and women, and recommendations on new programme initiatives and management issues to ensure achievement of stated objectives.

**6. National and Local Capacity Building/Sustainability**

Provide government authorities with technical supports and guidance to plan and organize training programmes for the purpose of capacity building and programme sustainability.

Ensure the building or reinforcing of the commitment and institutional capacities of the national and local partners starting with taking a strategic approach to the identification of these partners and partnerships.

**7. Rights Perspective and Advocacy at the National, Community and Family Levels**

Conducts policy analysis from a children's and women's rights perspective and advocacy at the community and family levels for credibility in national and international policy debates. Promote the organization goals of UNICEF through advocacy and policy dialogue.

**8. Partnership, Coordination and Collaboration**

Develop partnerships and collaboration with internal and external counterparts, including those of the UN and national partners, in order to improve the ability to collect and disseminate development data and information, exchange information on programme/project status and implementation and movement/distribution of supplies. Establish and maintain linkage to the Regional Programme Knowledge Network to ensure the availability of current and accurate programme data.

Collaborate with the Operations Section to establish and maintain sound internal controls supportive of programming endeavours and to coordinate financial and supply management requirements and accountability.

Maintain collaboration with Regional Advisers and HQ Officers for effective overall coordination on programmes.

Plans, develops and implements sectoral programme(s) by collaborating with the government and other partners. Provide leadership in provision of technical advice, negotiation, advocacy and promotion of area/country level goals, leading to agreement on practicable and priority actions to be supported by UNICEF programme and country level cooperation.

**Expected background and Experience**

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| **4. UNICEF values and competency Required (based on the updated Framework)**  **i) Core Values**   * Care * Respect * Integrity * Trust * Accountability   **ii) 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)   **\***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** |
| 1. **Education**   An advanced university degree in one of the following fields is required: Social Sciences, International Relations, Government, Public Administration, Public Policy, Social Policy, Social Development, Community Development, or another relevant technical field.   1. **Experience**   Five years of relevant professional work experience is required.  Experience working in a developing country is considered as an asset.  Background/familiarity with emergency is considered as an asset.  3. **Language Requirements**  Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language is an asset. |

**Duty Station and Travel**

Port Sudan, Sudan

***Prepared by:***

Date:

***Reviewed by:***

Date:

***Certified by:***

Date:

***Approved by:***

Date: