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| **I. Post Information** |
| Position no.: **123233**Job Title: **Gender Programme Specialist**Supervisor Title/ Level: **Representative/D1**Organizational Unit: **Office of the Representative**Post Location: **Port-au-Prince, Haiti** | Job Level: P4Job Profile No.: Job Classification Level: |

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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.**Strategic office context**  : 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. The GAP is UNICEF’s road map for supporting the achievement of gender equality goals across development and humanitarian work in line with the organization’s dual mandate and global nature. 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. Furthermore, UNICEF, through the Core Commitments for Children in Humanitarian Action (CCCs), is committed to ensuring that across all spectrum of humanitarian response, UNICEF accelerates gender equality and empowerment of girls and women for sustainable change by mainstreaming gender equality into various sector commitments and key phases of humanitarian action, including the three following cross-cutting programme commitments: mitigate risks; engage local organizations advancing the rights of women, girls, and youth; and implement gender-transformative interventions, informed by gender analysis and data disaggregated by sex, age, and other factors.In Haiti, nearly 59% of the population lives below the poverty line, with limited access to basic social services. The country is in the grip of a protracted multidimensional crisis, and chronic insecurity since June 2021, putting more than 2.2 million children in need of humanitarian assistance (OCHA Humanitarian Situation Report – June 2021). In 2022, nearly 1.5 million people lived in neighborhoods controlled by gangs in the metropolitan area. In addition, the cholera epidemic declared since October 2022[[1]](#footnote-1) counts with 1,193 confirmed cases and more than 280 deaths from cholera in eight departments, with more than 13,600 suspected cases spread across the country. Women and girls are the backbone of Haitian society and local economy. Haitian women represent a major pillar of the economy, particularly the informal and commercial economy, head more than half of Haitian households, and work daily, often alone, to provide access to education and health care for their children, despite the poverty and insecurity they face. 57% of the Haitian population is under the age of 24 (6.2 out of 10.9 million inhabitants) and this characteristic holds great potential for development and economic growth if young people (including young girls) have access to good education, health services, including sexual and reproductive health, and employment opportunities. In terms of health, almost two-thirds of births are still unattended (especially in rural areas) and the maternal mortality rate is among the highest in the Latin America and Caribbean region. The low level of education predominantly affects women and is one of the factors that explain their early entry into the labor market without qualifications. In line with UNICEF’s GAP 2022-2025 and the Core Commitments for Children in Humanitarian Action (CCCs), UNICEF Haiti is well positioned to work closely with the government, UN agencies and civil society organizations, including non-governmental organizations (NGOs) to initiatives and appropriate programmes to eliminate gender inequality.**Job organizational context** The Haiti Gender Equality Specialist reports to the Representative and serves as the primary gender expert and lead for the gender programme in the Country Office. The position will be senior enough within the office structure to carry influence in its own right and will have an office-wide mandate to engage with sectors in meaningful programming.**Purpose for the job**: In alignment with the GAP and the CCCs, the role of the Gender Equality Specialist is primarily technical and programmatic. The Specialist provides authoritative technical guidance/operational support throughout all stages of programming to facilitate the management and delivery of results contributing to gender equality. S/he supports the development, implementation, and monitoring of high-quality gender programming across sectors and institutional commitments as per the GAP and the CCCs. S/he:1) Supports the assessment and identification of gender needs for emergency preparedness and response and provides gender relevant guidance and technical input on emergency programming and coordination.2) Leads cross-sectional and inter-agency collaboration and coordination on key programmatic results on gender, ensuring coherence, maximization of synergies and efficiency in utilization of resources and delivery of results in both humanitarian and development contexts.3) Supports senior programme colleagues and management of the Country Office to advance one or more of the Targeted Gender Priorities in the Gender Action Plan with support from the Regional Gender Adviser. S/he also plays a role in working with one or more of UNICEF sectors to mainstream gender by prioritizing key gender results within the sector(s) with a strong gender relevance.4) Works with programme colleagues and management so that gender results are effectively defined, measured, and reported, and high-quality assessment, research, evidence generation and evaluation on gender programming is undertaken and utilized.5) Supports/leads effective assessment, planning, capacity building, programme management and knowledge management on gender. |

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| III. Key functions, accountabilities and related duties/tasks: |
| **Summary of key functions/accountabilities:** 1. **Management and/or advisory support to Representative and Deputy Representative**
2. **Program development, planning and management**
3. **Advocacy, networking and partnership building**
4. **Innovation, knowledge management and capacity building**
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| 1. **Management and/or advisory support to Representative and Deputy Representative**
* Actively participate in Country Management Team (CMT); Programme Coordination Team; partnerships, research, financial and contract review committees; and other key country-specific leadership teams to ensure strategic inclusion of gender in all country-specific programming and organizational compliance with institutional gender equality commitments.
* When required, represent UNICEF in external meetings on gender integration into sectoral and cross-sectoral results, including UN Country Team meetings, UNSDCF preparations and other government or inter-agency platforms, groups or clusters, coordinating as necessary with sectoral leads to ensure integration of gender commitments into all relevant components of country programming.
* Coordinate with the Regional Gender Advisor and the Headquarters Gender Section to plan, utilize, monitor and report on programmatic funds with large gender components that are allocated to the Country Programme (for example, an immunization programme grant that includes gender integration as a donor requirement).
* Lead the gender component of the reporting of the routine country-level programme expenditures, including the annual reporting and the RAM.
* In collaboration with sectoral colleagues and under the guidance of the Deputy Representative, participate in the planning and monitoring of the utilization of the budget allocated to sectoral and cross-sectoral gender interventions with sectoral colleagues.
* Provide technical input and review on the gender components in key funding proposal appeals and submissions and in the design of funded projects/programs, including HAC/ HRP/HNO).
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| 1. **Programme development, planning and management, including in emergency contexts**
* Provide technical support in indicator identification, measurement and performance tracking as it relates to gender mainstreaming and the Targeted Gender Priorities, in collaboration with the Planning, monitoring and evaluation section and sectoral teams.
* Provide technical leadership on integration of gender into country programming phases, including strategic planning, SitAns, strategic moments of reflection, CPDs, CPMPs, mid-term reviews, extended annual reviews, programme component strategy notes and in the programmatic assessment and institutional strengthening components of gender reviews.
* Lead cross-sectoral collaboration and coordination on key programmatic results on gender, ensuring coherence, maximization of synergies and efficiency in utilization of resources and delivery of results.
* Oversee the planning and implementation of gender programmatic reviews (GPRs) and make sure that the recommendations that come out of GPRs are integrated into the Country Programme strategy and action plans, including humanitarian strategies and interventions.
* Work with sectoral counterparts and senior management to incorporate UNICEF core standard, GAP and other gender-related indicators and measures in programme/project and policy initiatives, proposals and advocacy efforts and assist in developing gender-transformative theories of change models for sector and cross-sectoral programming.
* Support the development of adequate emergency preparedness measures, updating of contingency plans and establishment of early warning mechanisms that reflect gender needs.
* Identify implementing/operational partners and establish implementing arrangements in order to ensure an effective, gender-inclusive emergency response.
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| 1. **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 to accelerate GAP implementation, particularly with women and girl-led organizations.
* Ensure gender equality issues remain central to UNICEF’s country programme objectives, by ensuring country office leadership regularly counts on updated gender data, evidence and analysis to inform their internal and external advocacy, communications and action.
* Forge and support internal and external partnerships and networks in the development of harmonized, gender-transformative programme interventions.
* Build strategic alliances for gender equality with various partners, including institutional links with UN agencies and other relevant entities.
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| 1. **Innovation, knowledge management and capacity building**
* Initiate documentation and sharing of the country-level experience in gender programming and lessons learned, which will be shared with internal network and external partners and utilized for South-South cooperation.
* Represent the gender section at sectoral, country-level and regional-level network meetings, and ensure best practices on gender programming are highlighted in these forums.
* Support management and HR in the development of systems, tools and processes that enable staff members and external partners to increase their capacity on and adoption of gender transformative behaviors and practices and to support implementation of the GAP.
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| IV. Impact of Results  |
| Sectoral and cross-sectoral programmes/projects on gender are effectively and efficiently supported and implemented in alignment with the GAP, the CCCs on gender equality and country/ regional/ sectoral priorities through the timely and systematic provision of coordination and technical expertise on gender.The performance of the gender programmes are timely monitored, analyzed and evaluated, and the findings of the measurement and research are integrated into the planning and reporting. Programmatic financial resources allocated to gender programming and results are effectively planned and managed for cost-efficient utilization, and the progress on the gender programme expenditures are timely monitored and reported.Knowledge, information and best practices on effective gender programming is generated, managed and shared within internal networks and with external partners to support programmes in changing gender inequality and discrimination.Gender needs for emergency preparedness and response are identified and integrated into the emergency programme planning and implementation. |

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| **V. Competencies and level of proficiency required** |
| **Core Values attributes*** Care
* Respect
* Integrity
* Trust
* Accountability
 | **Core Competencies*** 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)
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| **VI. Recruitment Qualifications** |
| Education: | * Advanced university degree (Masters or higher) in social sciences (i.e. sociology, demography, psychology, political science, 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, etc.).
* Academic credentials in gender are a strong asset.
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| Experience: | * Minimum eight years of progressively responsible professional experience and demonstrated track record of having undertaken and led substantive programming and research on gender equality in key issue areas that are the focus of UNICEF’s Gender Action Plan and/or the CCCs.
* Experience in designing, implementing, managing, and delivering results-based programmes in complex emergency contexts.
* Experience working in UNICEF or other UN agencies is an asset.
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| Language Requirements: | * Fluency in French and English is required. Knowledge of Spanish or the local language is an asset.
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| **VII. Technical knowledge**  |
| * Strong substantive, technical, and programmatic skills in gender along with sectoral expertise in at least one of the following sectors: Health, Education, WASH, Child Protection, Social Policy and Social Protection, SBC, ECD, and ADAP
* Proven ability to connect sectoral issues and programmatic approaches on gender including in emergency contexts.
* Substantive knowledge and experience integrating gender into humanitarian responses and programming, including needs assessment, programme implementation, monitoring and reporting.
* Proven rigor in analytical, conceptual and programme design skills relevant to gender and development with an understanding of theories of change and path from intervention to results.
* Wide knowledge and understanding of country/regional/global gender equality issues, specifically relating to children and women, and the current trends, methods and approaches. Familiarity and work experience in the country/region of preferred placement also an asset.
* Demonstrated success in developing proposals and securing resources for programme and research initiatives with a strong gender component.
* Ability to contextualize and be able to translate the approaches into practicable programme design in complex environments where gender issues are often sensitive to raise within certain national contexts
* Excellent written and oral communication skills, including an ability to write succinctly and clearly and speak in public forums compellingly and with confidence.
* High level of initiative and independence in ability to undertake complex tasks while proactively seeking relevant input, cooperation, and guidance from key constituents.
* Experience and demonstrated ability to motivate others and create and encourage a climate of teamwork and collaboration across sectors and in a multi-cultural environment.
* Ability to make effective use of political processes to influence and persuade others inside and outside UNICEF and negotiate a desired direction and/or outcome
* Ability to think outside the box, generate new ideas, approaches, or insights and develop innovative ways to undertake projects and initiatives, shape solutions to problems.
* Strategic thinker who can pull disparate ideas into a cohesive vision, strategy, plan that is positive and compelling for other to join, collaborate, and implement.
* Proven ability to build rapport with individuals and groups and maintain an effective network of individuals across organizational departments as well externally.
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1. https://www.paho.org/fr/nouvelles/12-12-2022-haiti-recoit-une-premiere-livraison-vaccins-contre-le-cholera [↑](#footnote-ref-1)