

## VACANCY ANNOUNCEMENT

## Nutrition Specialist (Programme and Cluster) P3 - FT, Gaziantep, Türkiye #129279

UNICEF works in over 190 countries and territories to save children's lives, defend their rights, and help them fulfill their potential, from early childhood through adolescence.

At UNICEF, we are committed, passionate, and proud of what we do. Promoting the rights of every child is not just a job – it is a calling.

UNICEF is a place where careers are built: we offer our staff diverse opportunities for personal and professional development that will help them develop a fulfilling career while delivering on a rewarding mission. We pride ourselves on a culture that helps staff thrive, coupled with an attractive compensation and benefits package.

Visit [our website](#) to learn more about what we do at UNICEF.

### For every child, Hope

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.

### How can you make a difference?

#### Organizational context:

Under the supervision of the Health and Nutrition Specialist, P4, the Nutrition Specialist (Programme and Cluster) P3, is responsible for providing support to the nutrition programme and cluster coordination, development, and monitoring of the UNICEF nutrition humanitarian response programme in the Northwest Syria. The post will lead the nutrition programme implementation and nutrition cluster coordination to ensure a well-coordinated, strategic, and adequate nutrition response by all programme and cluster members.

#### Purpose of the job:

Under the direction and guidance of the Health and Nutrition Specialist (P4), the Nutrition Specialist (Programme and Cluster), level 3 leads a dual role of Nutrition Specialist and the Nutrition Cluster Coordinator for NWS. The Nutrition Specialist (Programme and Cluster) provides technical guidance and management support throughout the programming cycle (development, planning, implementation,

monitoring, and evaluation) to facilitate the administration and achievement of concrete and sustainable results in maternal, infant and child nutrition programmes. The Nutrition Specialist (Programme and Cluster) will serve as the Nutrition Cluster Coordinator for NWS and facilitate a well-coordinated, strategic, adequate, coherent, and effective nutrition response by Cluster partners and linkages with other clusters.

#### Summary of key functions/accountabilities:

The post holder's main tasks and responsibilities will include but not be limited to the following as summarized into the two sectors:

### **1. UNICEF NUTRITION PROGRAM MANAGEMENT AND RESPONSE**

#### *Support to programme development and planning:*

- Contribute to and support the preparation, design and updating of the situation analysis for the nutrition programme to ensure comprehensive and current data on maternal and child nutrition is available to guide policy development, and the design and management of nutrition programmes/projects.
- Keep abreast of development trends to enhance programme management, efficiency, and delivery.
- Participate in strategic programme discussions on the planning of nutrition programmes/projects.
- Formulate, design, and prepare the nutrition programme, ensuring alignment with UNICEF's Strategic Plans, and national priorities, plans, and competencies.
- Establish specific goals, objectives, strategies, and implementation plans for the nutrition programme based on results-based planning terminology and methodology (RBM). Prepare required documentations for programme review and approval.
- Work closely and collaboratively with colleagues and partners to discuss strategies and methodologies, and to determine national priorities/competencies to ensure the achievement of concrete and sustainable results.
- Provide technical and operational support throughout all stages of programme processes to ensure integration, coherence, and harmonization of programmes/projects with other UNICEF sectors and achievement of results as planned and allocated.

#### *Programme management, coordination, partnerships, monitoring, and delivery of results:*

- Plan and/or collaborate with internal and external partners to establish monitoring benchmarks, performance indicators, and UNICEF/UN system indicators and measurements, to assess and strengthen performance accountability, coherence, and delivery of concrete and sustainable results for the nutrition programme.
- Facilitate programme implementation and build capacity of stakeholders to achieve programme goals on maternal and child nutrition.
- Participate, prepare, and assess monitoring and evaluation reports to identify gaps, strengths and/or weaknesses in programme management. Identify lessons learned and use knowledge gained for development planning and timely intervention to achieve goals.
- Actively monitor programmes and projects through field visits, surveys and/or exchange of information with partners and stakeholders to assess progress. Identify bottlenecks and potential problems and take timely decisions to resolve issues and/or refer to relevant officials for timely resolution.
- Monitor and verify the optimum and appropriate use of programme resources (financial, administrative, and other assets) confirming compliance with organizational rules, regulations, procedures, donor commitments, and standards of accountability. Ensure timely reporting and liquidation of resources.
- Prepare regular and mandated programme/project donor reports for management, donors and partners to keep them informed of programme progress.

*Technical and operational support to programme implementation:*

- Provide technical guidance and operational support to the INGO/NGO programme and cluster partners on the interpretation, application and understanding of UNICEF policies, strategies, processes, best practices, and approaches on nutrition and related issues to support programme/cluster development planning, management, implementation, emergency preparedness and delivery of results.
- Participate in discussions with nutrition partners, and stakeholders to promote nutrition and development issues especially in the areas of emergency preparedness and maternal, newborn and child survival and development.
- Ensure all programme delivery modalities (in-kind, cash, voucher and services) are given equal consideration in the strategic response planning and establish and implement systematic measures for supporting their consideration and use.
- Monitor, analyze and communicate information about the programme financial situation and resource mobilization and identify appropriate actions to address gaps or constraints.
- Contribute to the early warning, contingency planning, and emergency preparedness efforts for the nutrition programme.

## **2. NUTRITION CLUSTER COORDINATION FOR NORTHWEST SYRIA PROGRAM**

*Support to cluster coordination.*

- Contribute to and support the preparation, design and updating of the situation analysis for the nutrition cluster to ensure comprehensive and current data on maternal and child nutrition is available to guide policy development, and the design and management of nutrition programmes/projects.
- Keep abreast of development trends to enhance cluster management, efficiency, and delivery.
- Participate in strategic discussions on the planning of nutrition projects.
- Formulate, design, and prepare the nutrition cluster proposal, ensuring alignment with UNICEF's Strategic Plans, and national priorities, plans, and competencies.
- Establish specific goals, objectives, strategies, and implementation plans for the nutrition cluster based on results-based planning terminology and methodology (RBM). Prepare required documentations for programme review and approval.
- Work closely and collaboratively with colleagues and partners to discuss strategies and methodologies, and to determine national priorities/competencies to ensure the achievement of concrete and sustainable results.
- Provide technical and operational support throughout all stages of cluster processes to ensure integration, coherence, and harmonization of projects with other UNICEF sectors and achievement of results as planned and allocated.

*Needs assessment and analysis:*

- Contribute to the planning and implementation of needs assessment and analysis, including contributing to multi-sectoral needs assessments, survey and joint analysis of need.

*Technical and operational support to cluster coordination and function:*

- Participate in discussions with nutrition partners, and stakeholders to promote nutrition and development issues especially in the areas of emergency preparedness and maternal, newborn and child survival and development.
- Contribute to national level strategic planning, response prioritization and the development of the sectoral response plan that is based on the HNO and aligned with national priorities, policies and plans.
- Engage with OCHA and other Clusters to contribute to the development of the HRP, representing the concerns of the Cluster.

- Monitor, analyze and communicate information about the cluster financial situation and resource mobilization and identify appropriate actions to address gaps or constraints.
- Participate in the annual cluster coordination performance monitoring (CCPM) exercise and annual review and contribute to other sectoral and humanitarian evaluations as appropriate.
- Contribute to the development of a capacity assessment and capacity strengthening strategy for Cluster members and oversee implementation and harmonization of initiatives.
- Contribute to the early warning, contingency planning, and emergency preparedness efforts for the nutrition cluster.

*Accountability to affected populations:*

- Be accountable to the affected population by establishing inclusive and consultative feedback mechanisms and encouraging the involvement of affected population in the response.
- Ensure the inclusion of cross cutting issues (age, child protection, disability, gender), gender-based violence (GBV) mitigation and response in Cluster activities throughout the HPC,
- Encourage partners to demonstrate a positive and systematic approach to inclusion and diversity.
- Adhere to child safeguarding and PSEA policies including procedures for challenging and reporting incidents and ensure other members of the coordination team comply.

Impact of Results

The efficiency and efficacy of support provided by the Nutrition Specialist (Programme and Cluster) to the preparation, planning and implementation of nutrition programmes and in the nutrition cluster coordination contributes to and accelerates the national development efforts to improve the nutritional status of mothers, infants, and children in the country. This in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to continue to provide programme services to mothers and children that promotes greater social equity in the country. They also contribute to the predictability and accountability of humanitarian action, in line with the aims of the cluster approach and IASC principles, and ensures that the humanitarian response is well-coordinated, strategic, adequate, coherent, effective and builds the resilience of the affected population enhancing the credibility and ability of UNICEF to fulfill its commitments as Cluster Lead Agency, in line with the CCCs.

To qualify as an advocate for every child you will have...

Minimum requirements:

- **Education:** An advanced university degree in one of the following fields is required: nutrition, public health, nutritional epidemiology, global/international health and nutrition, health/nutrition research, policy and/or management, health sciences, humanitarian assistance and development or another health-related social science field.
- **Work Experience:** A minimum of 5 years of professional experience in one of the following areas is required: nutrition, public health, nutrition planning and management, or maternal, infant and child health/nutrition care.
  - Experience in cluster coordination or working in the humanitarian coordination system, is required.
- **Language Requirements:** Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) is considered an asset.

Desirables:

- Relevant experience in health/nutrition programme/project development and management in a UN system agency or organization is considered an asset.
- Experience in humanitarian contexts is required. Experience in development contexts is an added advantage.

- Direct, practical experience in the design, implementation and/ or coordination of nutrition interventions through community-based platforms, and effective intersectoral collaboration is strongly desired.
- Prior experience in partnership development and management, including bilateral donors, foundations and civil society is an asset.

### For every Child, you demonstrate...

UNICEF's Core Values of Care, Respect, Integrity, Trust and Accountability and Sustainability (CRITAS) underpin everything we do and how we do it. Get acquainted with Our Values Charter: [UNICEF Values](#)

### The UNICEF competencies required for this post are...

#### *i) Core Values*

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

#### *ii) 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)
- Drives to Achieve Impactful Results (1)
- Manages Ambiguity and Complexity (1)

#### *iii) Coordination Competencies*

- Applies Humanitarian Principles, Standards and Guidelines (1)
- Applies Key NiE Concepts and Tools (1)
- Operates Safely and Securely (1)
- Demonstrates Commitment to a Coordinated Response (1)
- Promotes Cooperation and Collaboration (1)
- Demonstrates Accountability (1)
- Promotes Inclusion (1)
- Provides Influential and Strategic Leadership (1)
- Analyses and Communicates Information (1)
- Supports Resource Mobilization (1)
- Advocates for Improved Nutritional Outcomes (1)
- Monitors the Response (1)
- Strengthens National Capacity to Respond and Lead (1)

Familiarize yourself with [our competency framework](#) and its different levels.

UNICEF is here to serve the world's most disadvantaged children, and our global workforce must reflect the diversity of those children. [The UNICEF family is committed to include everyone](#), irrespective of their race/ethnicity, age, disability, gender identity, sexual orientation, religion, nationality, socio-economic background, or any other personal characteristic.

We offer a [wide range of measures to include a more diverse workforce](#), such as paid parental leave, time off for breastfeeding purposes, and [reasonable accommodation for persons with disabilities](#). UNICEF strongly encourages the use of flexible working arrangements.

UNICEF does not hire candidates who are married to children (persons under 18). UNICEF has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UNICEF, including sexual exploitation and abuse, sexual harassment, abuse of authority, and discrimination. UNICEF is committed to promoting the protection and safeguarding of all children. All selected candidates will undergo rigorous reference and background checks and will be expected to adhere to these standards and principles. Background checks will include the verification of academic credential(s) and employment history. Selected candidates may be required to provide additional information to conduct a background check.

UNICEF appointments are subject to medical clearance. Issuance of a visa by the host country of the duty station is required for IP positions and will be facilitated by UNICEF. Appointments may also be subject to inoculation (vaccination) requirements, including against SARS-CoV-2 (Covid). Should you be selected for a position with UNICEF, you either must be inoculated as required or receive a medical exemption from the relevant department of the UN. Otherwise, the selection will be canceled.

#### Remarks:

As per Article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity.

UNICEF's active commitment to diversity and inclusion is critical to deliver the best results for children. For this position, eligible and suitable ***female candidates*** are encouraged to apply.

Government employees who are considered for employment with UNICEF are normally required to resign from their government positions before taking up an assignment with UNICEF. UNICEF reserves the right to withdraw an offer of appointment, without compensation, if a visa or medical clearance is not obtained, or necessary inoculation requirements are not met, within a reasonable period for any reason.

UNICEF does not charge a processing fee at any stage of its recruitment, selection, and hiring processes (i.e., application stage, interview stage, validation stage, or appointment and training). UNICEF will not ask for applicants' bank account information.

Mobility is a condition of international professional employment with UNICEF and an underlying premise of the international civil service.

All UNICEF positions are advertised, and only shortlisted candidates will be contacted and advance to the next stage of the selection process. An internal candidate performing at the level of the post in the relevant functional area, or an internal/external candidate in the corresponding Talent Group, may be selected, if suitable for the post, without assessment of other candidates.

Additional information about working for UNICEF can be found [here](#).