

CALL FOR EXPRESSIONS OF INTEREST for sub-Saharan Africa Pre-Qualified Roster of Consultants in Child Poverty, Public Financial Management, Social Protection, Humanitarian Cash Transfers

Background

In sub-Saharan Africa, UNICEF provides analytical and technical support in child poverty analysis, public financial management and social protection, including humanitarian cash transfers, in order to support more equitable and sustainable results for children. To support 44 Country Offices in their work in these areas, UNICEF has two Regional Offices, one for Eastern and Southern Africa Region (ESARO), based in Kenya, and one supporting Western and Central Africa Region (WCARO), located in Senegal. The Regional Offices have established regional rosters of consultants covering the technical areas across several languages (English, French, Portuguese and Spanish) to facilitate the swift engagement of social and economic policy expertise. However, given the similar profiles of candidates across the continent, UNICEF is now in the process of updating this roster, which will be utilized by Country Offices throughout sub-Saharan Africa for different assignments.

Scope of Work and Duties

UNICEF ESARO and WCARO invites qualified experts to express their interest in being included in the Roster of Consultants to deliver advisory services, access to knowledge, and technical expertise to UNICEF's social policy portfolio in the following areas:

- Child poverty analysis and advocacy
- Public finance for children (PF4C)
- Child-sensitive social protection
- Humanitarian cash transfers

Consultants may provide a range of advisory services to UNICEF's Regional Offices, Country Offices and their government partners in the four thematic areas above. The range of tasks for the consultants may include research and assessments, diagnostic missions, provision of strategic and operational guidance, training and capacity building, technical assistance to country offices and governments on policy, strategy or programme design and implementation, development of policy papers, and monitoring and evaluation. Precise tasks, outputs, reporting and working relationships will be specified at the time of contracting for the given assignments.

The roster will serve as human resources repository from which the two Regional Offices and 44 Country Offices can draw pre-vetted, well-qualified experts quickly and efficiently for assignments. Note that experts may specialize in more than one of the desired fields. It is therefore requested that candidates self-identify both their field(s) and tier(s) of expertise as well as their language proficiencies upon submission of their application.

Required Skills and Experience

Child Poverty Experts

- Advanced university degree in economics, statistics, public policies, development studies, social policies or other relevant field.
- Minimum 15 years of relevant professional experience for tier one senior experts; minimum 8 years of relevant professional experience for tier two senior experts; minimum 5 years of relevant professional experience for tier 3 junior experts.
- Substantial experience in **poverty analysis**, including **child poverty, multi-dimensional poverty and multiple overlapping deprivations**.
- Proven track record in **working with large national survey data** (e.g. integrated household surveys, census, demographic and health survey, multiple indicator cluster surveys, etc.)
- Strong **quantitative analysis skills**, including ability to use advanced Excel functions and relevant software such as Stata, Eviews, R, SPSS, etc.
- Strong report writing, data visualization, and presentation skills.
- Proven experience with capacity development of partners especially National Statistical Agencies and relevant government departments.
- Demonstrable capacity to translate evidence into policy and programmatic proposals.
- Good inter-personal and communication (oral and written) skills – publication record on areas related to child poverty is preferred.
- Fluency in English or French is required (dependent upon assignment). Knowledge of other languages applicable to the region (Portuguese, Spanish, etc.) is a plus.

Public Finance Experts

- Advanced university degree or equivalent in economics, statistics, public administration, public policy, development studies or other relevant field.
- Minimum 15 years of relevant professional experience for tier one senior experts; minimum 8 years of relevant professional experience for tier two senior experts; minimum 5 years of relevant professional experience for tier 3 junior experts.
- Hands-on experience with public finance management (PFM) issues, including **PFM legal and policy frameworks; medium-term revenue and expenditure planning**; domestic resource mobilization; government budgeting approaches and classification systems including programme-based budgeting; financial accountability systems, including Chart of Accounts; fiscal decentralization and intergovernmental transfer systems; **budget transparency and accountability (formal and social)**; fiscal space analyses; costing; **designing and implementing Public Expenditure Reviews, Public Expenditure Tracking Surveys**; value for money analysis; cost-efficiency analysis; cost-benefit analysis; cost of inaction analysis, political economy analysis, etc.
- Demonstrable experience working in child-focused sectors, including, but not limited to child protection, health, education, nutrition, social protection, and water, sanitation and hygiene.
- Strong **quantitative analysis skills**, including ability to use advanced Excel functions and relevant software such as Stata, Eviews, R, SPSS, etc.
- Proven experience with capacity development initiatives targeting legislative and executive arms of government (namely Ministry of Finance and/or Ministry of Planning).

- Understanding of public financial management reform in the Sub-Saharan Africa context is a strong advantage.
- Good inter-personal and communication (oral and written) skills – publication record in areas related to public finance preferred.
- Fluency in English or French is required (dependent upon assignment). Knowledge of other languages applicable to the region (Portuguese and Spanish) is a plus.

Social Protection Experts

- Advanced university degree or equivalent in public policy, economics, social policy, development studies, political science, or related field.
- Minimum 15 years of relevant professional experience for tier one senior experts; minimum 8 years of relevant professional experience for tier two senior experts; minimum 5 years of relevant professional experience for tier three junior experts.
- Substantial experience in the field of social assistance, cash transfer programming, social insurance (including health insurance), social services and/or labor market analysis and employment policies.
- Demonstrated understanding of child-sensitive social protection, disability sensitive and/or gender sensitive social protection a plus.
- Proven track record in all / some of the following areas: **research and evaluation** (Poverty analysis, risk and vulnerability assessments, Cost-benefit and benefit incidence analyses, Social protection systems mapping and functional reviews, Programmes and systems evaluations, Qualitative research methods, Meta-analysis/synthesis); **systems and programmes** (design of protocols and tools for cash transfer programmes including beneficiary outreach, targeting, registration, payments, monitoring, referrals, coordination, communications, etc.); **beneficiary data management/MIS** (design and/or management of beneficiary ID and administrative data systems, management information system development/programming, design and implementation of social registries); **shock responsive social protection** including national system assessment, design and/or piloting and assessment of SRSP programmes; **information dissemination and communication** (knowledge sharing and advocacy); **high-level policy analysis and advocacy** (development of national social protection strategies, policies and plans, development of regulations and by-laws, development of monitoring and evaluation frameworks, analysis and development of legal, regulatory and/or policy frameworks); **cash plus design and implementation** (linking social protection programmes with complimentary social services, strengthening social welfare workforce, facilitating multi-sectoral collaboration); **inclusive social protection** including assessment, review, design or implementation of child-sensitive, disability and/or gender inclusive social protection; **capacity development and/or training** of stakeholders including government, civil society, UN staff, including accredited (or candidates for accreditation as) TRANSFORM Master Trainers.
- Understanding of Sub-Saharan contexts where social protection is implemented in fragile, poly-crisis contexts, including understanding of dynamics related to climate, conflict, and displacement is a strong advantage, with experience in protracted crises is an asset.
- Demonstrated ability to communicate complex topics on social protection.

- Analytical thinking and strategic planning skills, ability to facilitate, consult and negotiate with a broad range of government and non-government partners.
- Experience working on social protection in Sub-Saharan Africa is a strong advantage.
- Familiarity with the UN agenda, including the social protection floor, SPIAC-B and the SDGs.
- Good inter-personal and communication (oral and written) skills – publication record on areas related to social protection is a plus.
- Full working knowledge of English or French, including excellent report writing and presentation skills in the relevant language is required. Knowledge of other languages applicable to the region (Portuguese, Spanish, etc.) is a plus.

Humanitarian Cash Transfer (HCT) Experts

- Advanced university degree or equivalent in public policy, economics, development studies, social sciences, international relations, political science, operations management or other relevant field.
- Minimum 15 years of relevant professional experience for tier one senior experts; minimum 8 years of relevant professional experience for tier two senior experts; minimum 5 years of relevant professional experience for tier three junior experts.
- Hands-on experience with humanitarian/emergency response, including **HCT related needs assessments** supporting preparedness, humanitarian needs, market functionality and price monitoring, and feasibility assessments; **Design of HCT interventions** including SRSP and Emergency Rapid assessments of national systems, risk assessment, mitigation and monitoring, programmatic design (targeting, benefit level, payment frequency and modality), operational model (including selection of payment mechanism, data management, data protection, etc., M&E including PDMs, payment verification, third party monitoring and programmatic monitoring; **Oversight and quality assurance of implementation** including coordination, supportive monitoring, identification of bottlenecks and troubleshooting of solutions; **Capacity building of stakeholders including government, civil society, payment service providers and UN staff.**
- Understanding of the humanitarian context in sub-Saharan Africa is a strong advantage, experience in protracted crises is an asset.
- Good inter-personal and communication (oral and written) skills.
- Experience working with national government actors on coordination or system strengthening (e.g., improving implementation capacity through transfer of knowledge or skills; implementation through national systems; transfer of emergency programme beneficiary information to government) is a plus
- Fluency in English or French is required (dependent upon assignment). Knowledge of other languages applicable to the region (Portuguese, Spanish, etc.) is a plus.

Evaluation of Applicants

Applicants will be screened against the qualifications and competencies specified above for each thematic area. The inclusion into the Roster of Consultants will be offered to those individual consultants whose applications have been evaluated and determined as: (i) meeting

the required skills and experience and (ii) having received high scores against the evaluation criteria. Note that references will be checked prior to contracting by the requesting CO.

Technical criteria

- Level and relevance of education to the selected thematic area
- Relevance of professional experience in the selected thematic area
- Record of drafting policy papers and other high-quality products
- Experience working with UNICEF, other international organizations and national partners in the region
- Fluency in languages relevant to the region (English, French, Portuguese, Spanish)

Successful candidates will be included in the Roster of Consultants for a period of 3 years with option for renewal. Entry into the consultant roster system does not mean that a contract with UNICEF is guaranteed, contracting and agreed fee rate will be negotiated with requesting office and dependent upon forthcoming needs. Where a request for services arises, UNICEF offices will approach the selected consultants from the roster with a specific Terms of Reference outlining the specific assignment scope and duration, and negotiate with roster consultants on their interest, availability and daily fee.

Application Instructions

Candidates are invited to submit an Expression of Interest to be included in the Regional Roster for Sub-Saharan Africa, a pool of consultants available for assignments during July 2024 – July 2027. Applications should be submitted online by the deadline.

Expression of interest must include:

- Cover letter describing your qualifications and past experiences (maximum 2 pages), which very clearly indicates your current indicative daily fee rate in USD (Note: contracted daily fee will be contingent upon assignment scope and duration, **final agreed rate will be negotiated with requesting office at time of contracting**)
- Curriculum vitae (CV), including a list of relevant publications with links
- Submission of at least two evaluation reports from previous consulting assignments
- Completion of Mandatory Questionnaire*
- Names and contacts of three referees (applications without referees will not be considered)

View UNICEF's competency framework at:

http://www.unicef.org/about/employ/files/UNICEF_Compencies.pdf

UNICEF is committed to diversity and inclusion within its workforce, and encourages all candidates, irrespective of gender, nationality, religious and ethnic backgrounds, including persons living with disabilities, to apply to become a part of the organization.

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 also adheres to strict child

safeguarding principles. All selected candidates will be expected to adhere to these standards and principles and will therefore undergo rigorous reference and background checks. 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.

Final notes

Only shortlisted candidates will be contacted and advance to the next stage of the selection process. UNICEF will communicate the official inclusion into the regional roster to all successful candidates.

Consultants and individual contractors are responsible for paying any taxes derived from the earnings received from UNICEF.

UNICEF appointments are subject to medical clearance. Issuance of a visa by the host country of the duty station, which will be facilitated by UNICEF, is required for IP positions. Appointments are also subject to inoculation (vaccination) requirements, including against SARS-CoV-2 (Covid). Government employees that are considered for employment with UNICEF are normally required to resign from their government 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.