



UNITED NATIONS CHILDREN'S FUND JOB PROFILE

I. Post Information

Job Title: **Partnerships Officer (Business and Community Resilience)**
Job Level: **NOB**
Supervisor Title/ Level: **Chief of Nutrition (Level 4)**
Post Location: **Guatemala City, Guatemala**

Type of Contract: **Temporary Appointment**
Period: **364 days (one-year possible extension)**
Nationality: **Only Nationals of Guatemala**

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 programmes, 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.

The last few decades have seen a shift in society's understanding and awareness of the impact and role of business in development. For UNICEF, this entailed a reflection on how business affects the lives of children and the fulfilment of their rights and key considerations on how to collaborate with it in achieving results for children. UNICEF's approach to engaging with the business sector builds on the premise that business is a relevant stakeholder in UNICEF's agenda for children. Engaging business does not replace other strategies, but in the appropriate circumstances can add a new dimension of expertise, innovation and impact at scale.

The business sector in Guatemala has a great impact in children's lives. The country has a buzzing private sector that is keen to contribute towards the SDGs, including SDG13 on Climate Action. Moreover, businesses are a key duty bearer of the rights for child and can become a key partner to UNICEF for the realization of children's rights. UNICEF Guatemala partners with businesses with a double objective. First, to establish partnerships with the private sector that accelerate results for children. Second, to establish partnerships and mobilize resources for children. UNICEF Guatemala is strengthening its involvement with the private sector in areas of technical assistance, advocacy and policy development in the areas of nutrition, WASH, health, education, child protection and social protection, in order to ensure that business practices respect children's rights.

In addition, UNICEF Guatemala is implementing strategies on Disaster Risk Reduction (DRR) and Adaptation to Climate Change (ACC), and works closely with organizations such as the Chamber of Commerce or CentraRSE, the organization in Guatemala that promotes Business Social Responsibility (BSR). Specifically, UNICEF and CentraRSE have partnered to implement the Project on "Public-Private Partnerships to Manage Disaster Risk in Guatemala", which aims to provide national capacity for a coordinated disaster risk management and whose innovative governance model includes participation of the public, private and civil society sectors.

UNICEF is implementing an approach to Business and Community Resilience (BCR) with the objective of involving the

business sector in the protection of children against the impact of environment crises and climatic change. This is key in Guatemala, a country that is frequently impacted by natural disasters. Approximately 40% of the population in Guatemala is vulnerable to three or more types of natural disasters, and 43% of those are children. Moreover, the impact of natural disasters is greater in non-resilient populations that live in poverty or extreme poverty. In Guatemala, 80% of the indigenous populations and 85% of the indigenous children live in poverty or extremely poverty.

In situations of crises or emergencies, small and medium enterprises are usually affected first, which affects the stability of markets and livelihoods. The BCR approach aims to utilize and strengthen the capacity, experience and partnerships of the private sector to strengthen community resilience and markets, and to improve the efficiency of humanitarian aid. The COVID-19 pandemic has shown the importance of building systems and communities that are resilient to shocks, to reduce the negative impact of any crisis in the population, and specially in children.

Job organizational context:

In the country office, engaging with the business sector to address its impacts and leveraging its expertise, voice and resources in support of children's rights is an important and evolving area of work. In this context, dedicated capacity is needed with UNICEF to develop and implement a BCR approach for Guatemala, at both national and local levels. The Partnerships officer (BCR) is responsible for developing and implementing a BCR approach for Guatemala at national level, covering all relevant programmatic pillars (CEED, WASH, education, nutrition, etc.), and for implementing a BCR approach for programme priorities for Guatemala in prioritized departments and municipalities to increase resilience of local communities to respond to through business engagement.

Purpose for the job: Under the guidance and general supervision of the Chief of Nutrition (Level 4), the Partnerships officer (BCR) will bring stakeholders together at national level to design and implement a BCR approach for Guatemala, with a focus on results for children. The Partnerships officer (BCR) will work on business engagement for disaster risk reduction and emergency preparedness and response at national level. At departmental/municipal level, the officer will work with programme and partnership teams, to co-create a business engagement strategy for priority programmes in selected departments, and to ensure programme interventions build resilience of local communities (including local markets), strengthen local communities' adaptive capacities in the face of climate change and protect communities from shocks and stresses (environmental, social and environmental or climate-related).

III. Key functions, accountabilities and related duties/tasks

Summary of key functions/accountabilities:

- 1. Business and Community Resilience**
- 2. Business practices**
- 3. Core Business & Assets**
- 4. Advocating for business respect and support for children's rights**
- 5. Financing for programme outcomes from private sector**
- 6. Programme planning and development with a business lens**

1. Business and Community Resilience

At national level:

- Engage businesses to strengthen community resilience and communities' capacity in the face of climate change and protect communities from shocks and stresses; and to strengthen the capacity of communities to build back better and more sustainably to reduce local communities' vulnerability to upcoming as well as slow-onset disasters.
- Position children's rights at the core of community resilience-related activities.
- Engage the private sector on risk reduction and preparedness, emergency response and recovery, and long-term resilience building.
- Build awareness among businesses of their responsibility to strengthen the resilience of their employees and their employees' families; and to address the adverse impacts of their operations (if any) on local communities.
- Involve "champions" from within the business community to catalyze further private sector-led action.
- Support UNICEF to create inter-agency and multi-stakeholder BCR working groups to coordinate existing BCR experiences.

- Develop a BCR Landscape Analysis, in line with regional and global standards, in partnership with relevant UN agencies, with the objective of identifying relevant stakeholders, existing initiatives supporting BCR, private sector engagement in humanitarian action and resilience, and include good practices, lessons learned, gaps, opportunities for engagement, and priority areas for action.
- Develop a business case and a 2-year action plan for BCR and disaster risk reduction, based on findings of the BCR Landscape Analysis. The business case will include recommendations on how to engage existing business coordination platforms (e.g. CentraRSE, Chamber of Commerce) to improve resilience of communities at local levels.
- Develop a capacity strengthening action plan for BCR, and tools for the implementation of such plan.
- Develop guidelines for businesses to involve and strengthen community resilience in those geographic locations where they operate.
- Lead the country office work within the framework of the BCR initiative (including Guatemala, Indonesia, Eastern Caribbean Area Office and Latin America and the Caribbean Regional Office), participate in multi-country evaluation, interact with other offices, interagency working group and all other key stakeholders, and provide inputs to regional office and the global BCR coordinator on request.

At department and community level:

- Provide recommendations on how UNICEF Guatemala can improve alliances with businesses for UNICEF programmatic priorities (e.g. WASH, nutrition, climate change) at departmental and municipality level, with focus on those departments and municipalities where UNICEF is implementing actions (e.g. EU project).
- Develop a BCR landscape analysis with the objective of identifying relevant stakeholders, existing initiatives supporting BCR and private sector engagement in the selected prioritized departments and municipalities.
- Develop a BCR action plan for 3 years for the prioritized departments and municipalities for the programmatic priorities, including a capacity strengthening plan.
- Engage business - expertise, logistics and networks - to co-create and implement interventions to build the resilience of local communities (including local markets) in prioritized departments and municipalities for the programmatic priorities, strengthen local communities' adaptive capacities in the face of climate change, protect communities from shocks and stresses (environmental, social and environmental or climate-related); enhance efficiency of emergency response.
- Build understanding and capacities of the private sector to adopt an approach to community resilience focusing on children, in the areas of programmatic priorities, in collaboration with national and local authorities and other key stakeholders, and in coordination with the programme and partnership teams at the office.
- Leverage the private sector's comparative advantage and resources to increase community resilience with special focus in a few programmatic priorities, to protect women's and children's rights.
- Promote innovation and the use of technologies for programmatic priorities at the service of community resilience, including through the active participation of local communities.

2. Business practices

At national level:

- Engage the private sector towards improving business practices on emergency response, to the benefit of private sector's employees, employees' families and local communities where businesses operate, through building awareness among businesses of their responsibility to strengthen the resilience of their employees and their employees' families; and to address the adverse impacts of their operations (if any) on local communities.
- Policies and guidance - contribute to implementation of global policies and procedures related to engagement with private sector, including inter-alia, industry-specific guidance (e.g. food and beverage, the code).

At departmental and municipal level:

- Engage with private sector towards improving business practices on emergency response, through concrete actions, specifically by: building disaster risk awareness in prioritized departments and municipalities; strengthening the resilience of essential community infrastructure in selected communities; adopting environmentally friendly business practices; and protecting employees, families and communities through specific strategies, especially for micro, small and medium-sized enterprises that may lack capacity to planning for and investing in business continuity.
- Support market shaping, where relevant and applicable. Market shaping entails (a) activating and stimulating demand for a diverse range of products (e.g. sanitation, nutritious foods, vaccinations) and services (e.g. nutrition, water, sanitation) that are appropriate for different contexts; (b) engaging with new suppliers and encouraging them to enter the market and meet demand; (c) procuring supplies at sustainable prices where they are needed most; and (d) incentivizing or technically supporting suppliers to innovate and improve solutions.

3. Core Business & Assets

At departmental and municipal level:

- In collaboration with national authorities, and in coordination with the programme and partnership teams in the country office, engage business in using its core expertise to support community resilience-building, including emergency response, in selected departments and municipalities.
- In coordination with the programme and partnership teams, engage business to use their core business expertise to achieve programmatic goals for programmatic priorities (e.g. WASH, nutrition), including humanitarian action. ICT expertise could include engaging with businesses working on digital solutions to reduce the digital divide and increase connectivity and children's access to services, participation and engagement.
- Engage business in the provision of supplies.
- Innovation in products and services – in coordination with the innovation team, support programme areas in applying and introducing innovative approaches, harnessing business innovations, design and technology where relevant.

4. Advocating for business respect and support for children's rights

- Counter negative business impact on children: in cases where lobbying by business interests undermine policies that are in the best interest of children (e.g., business lobbying against stronger regulations targeting sugary beverages or the marketing of breastmilk substitutes), work to ensure regulations to benefit children.
- Business advocacy: where children's rights and business interests align, convene champion businesses, place child rights on the agenda of influential businesses and business networks, and mobilize their voice, reach and strategic assets to raise public awareness, change behaviours and support advocacy for child rights.
- Work with trusted business leaders to positively influence public policies, legislation, standards, budget allocations, development priorities and investment for children, leveraging their engagement in public debates, high-level policy-related meetings and forums, and/or electoral campaigns.

IV. Impact of Results

Engaging business to strengthen local communities' adaptive capacities in the face of climate change, will result in resilient communities that will be equipped to build back better and more sustainably, which will reduce local communities' vulnerability to upcoming as well as slow-onset disasters. Success in programme delivery engaging business in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to provide programme services for children that promotes greater social equality in the country. This means more children surviving, thriving, enjoying fully their rights at all times.

V. Competencies and level of proficiency required (based on UNICEF Professional Competency Profiles)

Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability

Core Competencies

- 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)
- Drives to achieve impactful results (2)
- Manages ambiguity and complexity (2)

Functional Competencies

- Analyzing (1)
- Deciding and Initiating action (2)
- Applying technical expertise (1)

VI. Recruitment Qualifications

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| Education: | A university degree in one of the following fields is required: environmental sciences, climate change, local governance, international development, Business Administration, water sciences, sanitation sciences, Marketing, Communications, Management, International Relations, political science, food sciences, health sciences, nutrition, agriculture, engineering, humanitarian and development studies, social sciences, political science, international relations or another relevant technical field for this position. |
| Experience: | A minimum of two years of professional experience in i) private sector in corporate affairs or ii) in management of alliances with private sector is required. Experience working with management of multi-stakeholder alliances in the frame of humanitarian context (e.g. disaster risk reduction, emergency preparedness and response) is an asset. Experience working with UN system or civil society on promoting Sustainable Development Goals is considered an asset. Experience working with indigenous populations, or in the Departments of Chiquimula, Alta Verapaz, Quiche of Huehuetenango is an asset. Knowledge of business alliances and business social responsibility. Experience with the preparation of reports, landscape analyses, business cases, etc. Experience in the fields of WASH and/or nutrition is a great asset. UNICEF embraces diversity and inclusion within its workforce, and encourages qualified candidates from all races, ethnic backgrounds, including indigenous people, as well as persons living with disabilities, and LGTBIQ to apply to become a part of our organisation. |
| Language Requirements: | Fluency in English and Spanish are required. Knowledge of a local language of the duty station (lengua maya) is considered as an asset. |

VII. Signatures- Job Description Certification

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| Name: Lone Hvass | Signature | Date |
| Title: Deputy Representative | | |
| Name: Carlos Carrera | Signature | Date |
| Title: Representative | | |