

**UNICEF Innocenti – Global Office of Research and Foresight
Education Unit – Internships (4)**

August 1st, 2024

Terms of Reference

Contract Type: Internships (4)

Duty Stations: All internships are to be based in the UNICEF Innocenti Office (Florence, Italy). The internship would preferably be on-site in a UNICEF Office. However, off-site/flexible working arrangements will be considered based on specific situation.

Duration: Six months, full-time, with approximate dates from November 2024 to April 2025.

Background:

UNICEF Innocenti – Global Office of Research and Foresight (UNICEF Innocenti) is looking for **4 interns** for six months - full time - starting in November 2024 to join the Education unit.

UNICEF Innocenti explores emerging issues, identifies research gaps, brings together existing researchers, and supports or undertakes research and data collection to address critical questions and to inform policy dialogue and implementation at country level. Education is a key focus of UNICEF Innocenti. Working with UNICEF Headquarters, regional and country offices as well as universities and international partners, the Education unit supports 45+ countries worldwide in conducting evidence-based reviews and field research through multi-country studies.

The UNICEF Innocenti Education unit is recruiting interns to join the following research programmes:

- **Teachers and School Leadership:** UNICEF Innocenti has two ongoing research programmes – [Teachers for All \(T4A\)](#) and [Women in Learning Leadership \(WiLL\)](#) – which aim to expand the evidence base on educators in Africa. T4A explores how the recruitment and deployment of primary and pre-primary schoolteachers may be optimized to improve equity in learning outcomes and is currently active in 13 countries across Africa. The WiLL mixed methods research explores the barriers preventing more women from becoming school leader, examines the differences in learning outcomes for schools led by women compared to men and understands the behaviors and practices women adopt that contribute to these differences. It is currently active in 5 countries across Africa.
- **[Data Must Speak \(DMS\)](#)** research programme aims at co-creating policy-relevant evidence that would shed light on what works at country and community level to improve Foundational Literacy and Numeracy (FLN). The research identifies positive deviant schools (i.e., schools that outperform even though they operate with equivalent resources and contexts). The research explores why these positive deviant schools are outperforming others and investigates how the related positive deviant behaviors/practices could be scaled up in lower performing schools. DMS uses a co-creation and co-implementation mixed-methods approach combining quantitative, qualitative, and participatory implementation research as well as behavioral and scaling science, to improve uptake, replicability, and sustainability. The research is being undertaken in 15 countries across three continents.

- The **programme strengthening research workstream** embeds implementation research into programmes, innovations, and initiatives, to understand what works, and how they work to inform improvements in programme delivery and design in real time. Research is undertaken across several different types of programmes focused on improving foundational skills including, accelerated and differentiated learning programmes, education technologies (EdTech), early childhood education, and inclusive education for children with disabilities. The programme strengthening workstream is looking for two interns: (1) to work on research related to **early childhood education (ECE)** and **inclusive education** and (2) to work on research related to **accelerated, differentiated** and **EdTech** programmes.

1. Objectives:

UNICEF Innocenti aims to select four interns to support the production and use of high-quality mixed-methods education research for supporting education system and project strengthening as well as policy dialogue at country level and addressing the learning poverty, for the most vulnerable children.

2. Specific Activities:

The interns will support the smooth implementation of the Education unit's research programmes described above and will perform the following activities:

a. Research and dissemination (90%)

- **Support the implementation of quantitative and/or qualitative methodologies for research.** This may involve the cleaning, coding, and analysis of survey, interview, and focus group discussion data.
- **Contribute to the production of written outputs tailored to specific audiences,** including policy reports, working papers, blog posts, and policy briefs. This may involve undertaking literature and policy reviews, conducting comparative analyses, writing up findings, and working with a team of copyeditors and graphic designers.
- **Contribute to the identification of potential funding opportunities and development of new research proposals** on education systems and projects focusing on learning at local level (in and outside the school).
- **Support research dissemination.** This may include supporting the organization of dissemination events (remote or onsite), the development of background documentation (e.g., concept notes, invitations, media products, infographics, slide decks, etc.), and supporting the Education team with the development of advocacy strategies.

b. Contribution to the UNICEF Innocenti work programme and support to the cross-cutting research agenda (10%)

- Contribute to the overall research activities of the office.
- Support interdisciplinary research through involvement in selected cross functional teams and consultations and participation in office seminars.

3. Minimum Requirements and Competencies

The candidates should:

- Be enrolled in a master's or Ph.D. programme at an accredited institution or be a recent graduate (have graduated within the past two years at the time of application) in Education, Economics, Statistics, or other fields in Social Sciences related to the work of UNICEF.
- Have strong academic performance as demonstrated by recent university or institution records or, if not available, a reference letter from an academic supervisor.
- Have some experience in supporting qualitative, quantitative, or participatory research.
- Be fluent and have excellent reading and writing skills in English. Knowledge of French, Spanish and Portuguese will be considered an advantage.
- Have no immediate relatives (father, mother, son, daughter, sister, brother) working in any UNICEF offices in the world.
- Have comprehensive health insurance coverage for the entire duration of the internship (UNICEF does not arrange health insurance for interns).

Required competencies:

- **Technical** - strong understanding of various quantitative, qualitative, and participatory methodologies and analysis.
- **Technical** - strong research and analytical skills and ability to conduct critical literature reviews.
- **Technical** - excellent knowledge and command of Excel, statistical software (e.g., Stata, SPSS, R...), or qualitative data coding software (e.g., Nvivo, Atlas TI...).
- **Communication** - effectively presents thoughts and ideas including complex technical concepts, in a clear, concise, and readily understood manner, both verbally and in writing. Listens to and acknowledges others' perspectives and views.
- **Managing resources** – be efficient and effective. The candidate is comfortable with organizing and managing time and information to achieve defined goals and optimum results, working to strict deadlines.
- **Flexibility** - works effectively on multiple assignments simultaneously and adapts to changing demands and circumstances.
- **Flexibility** - ability to work both independently and as part of a team.

UNICEF's values of Care, Respect, Integrity, Trust, Accountability and Sustainability (CRITAS) and core competencies in Communication, Builds and maintains partnerships, demonstrates self-awareness and ethical awareness, Working with People, Drive for Results, innovates and embraces change, manages ambiguity and complexity, thinks, and acts strategically. View our competency framework at: http://www.unicef.org/about/employ/files/UNICEF_Compencies.pdf

4. Duration and Hours:

- **Duration:** 6 months, starting in November 2024
- **Working hours:** 5 days per week, 8 hours per day from 9 am to 5:30 pm.

5. Terms of the internship

- The internship foresees an all-inclusive monthly stipend of USD \$1,200 (Florence-based).
- Individuals must fund their travel and living expenses. They may be provided with up to US \$1,000 to cover travel costs.

- Individuals must have proof of medical insurance covering their time at the duty station.
- Individuals are personally responsible for obtaining any required visa, covering the entire period of their internship. If necessary, UNICEF will support the process by providing relevant documents such as the proof of internship.
- Interns may take up to 2.5 days per month off work for any reason, including for medical reasons.
- Individuals may need to travel to perform their contract where the project is implemented and as required for implementation of the activities. Costs of travel, visas, or immunizations to undertake any required fieldwork associated with the Internship contract will be borne by UNICEF. (a) UNICEF will pay and organize for such a travel by paying an amount equivalent to the daily subsistence allowance that would be paid to the staff members undertaking similar travel for official purposes, (b) Individuals will be responsible to request the visa based on his/her nationality with the office support (c) Individual will be responsible to purchase travel insurance for the mission and will be reimbursed by UNICEF.

In your cover letter, please specify clearly which workstream you would be the most interested and suited for: (A) Teachers and School Leadership, (B) Data Must Speak, and (C) Programme Strengthening Research.

DISCLAIMER

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.

UNICEF is committed to diversity and inclusion within its workforce and encourages qualified female and male candidates from all national, religious, and ethnic backgrounds, including persons living with disabilities, to apply to become a part of our organization.