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**PROGRAMME SPECIALIST: Youth (Team Leader)**

**Job title: Programme Specialist: Youth**

**(Team leader)**

**Level: NO-C**

**Position Number:**

**Location: Maputo, Mozambique  
Full/Part time: Full-Time**

**Fixed term/Temporary: Fixed Term**

**Rotational/Non-Rotational: Non-Rotational**

**Duration: One year (renewable\*)**

**The Position:**

The Programme Specialist for Youth provides strategic, technical and programmatic support for the development and implementation of innovative and effective strategies for adolescent and youth development, particularly for ensuring access to quality, adolescent-friendly sexual and reproductive health care and services, GBV prevention and response services, life skills education and youth empowerment in order to harness the Demographic Dividend. The Programme Specialist leads the Youth Team and reports directly to the Assistant Representative and under the overall supervision of the Deputy Representative.

**How you can make a difference:**

UNFPA is the lead UN agency for delivering a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. UNFPA’s new strategic plan (2018-2021), focuses on three transformative results: to end preventable maternal deaths; end unmet need for family planning; and end gender-based violence and harmful practices.

In a world where fundamental human rights are at risk, we need principled and ethical staff, who embody these international norms and standards, and who will defend them courageously and with full conviction. UNFPA is seeking candidates that transform, inspire and deliver high impact and sustained results; we need staff who are transparent, exceptional in how they manage the resources entrusted to them and who commit to deliver excellence in programme results.

**Job Purpose:**

The Programme Specialist plays a leadership role in coordinating and managing the Adolescent and Youth Programme portfolio and related thematic interventions to substantively drive the effective achievement of UNFPA programme activities in the area of adolescent sexual and reproductive health and rights, including maternal and newborn health, family planning, HIV, and gender-based violence, to accelerate progress on the ICPD agenda and associated SDGs in Mozambique and to harness the Demographic Dividend

**\*Subject to availability of funds and satisfactory performance.**

**You are responsible for:**

**Strategic Thinking, Technical Development, Monitoring and Oversight:**

* Ensure the strategic alignment of the SDG, UNFPA Strategic Plan with UNDAF, CPD and national policies and strategies, through sound advice and technical support in the area of Adolescents and Youth.
* Provide technical and programme leadership, management advice and strategic support and guidance, in Youth Development, including Adolescent Sexual and Reproductive Health and Rights (ASRHR), life skills education, youth empowerment, and prevention of and response to gender-based violence (GBV), including child marriage.
* Identify and provide evidence-based advice, in Youth Development, on UNFPA’s comparative substantive role and specific contribution in the changing development agenda and participate in policy dialogue, particularly in reaping the benefits of the demographic dividend.
* Contribute to the development and implementation of an integrated strategy for the delivery of technical assistance and programme support to partners, grounded in, and responsive to national priorities, considering the balance between demand creation and ASRH and GBV service provision.
* Analyze and interpret the political, social and economic environment relevant to the area of youth development that issues are appropriately addressed at the national level,
* Keep abreast with new policy developments and strategies, analyzing policy papers, strategy documents, national plans and development frameworks. Support to manage and implement UNFPA’s organizational engagement strategy with partners in line with the overall institutional funding strategy and vision.
* Identify and analyze trends, threats and risks in SRHR and gender equality among adolescents and youth that may affect the ICPD agenda and UNFPA’s work in Mozambique and the region. Identify and integrate evidence-based effective and culturally acceptable behavior change communication strategies to address social norms for a sustainable change.

**Programme and Project Management and Coordination:**

* In collaboration with Government counterparts, NGOs and other partners, provide substantive leadership and inputs into the design and formulation of the Country Programme and its youth component.
* Include the gender perspective across all UNFPA programme areas to ensure women and girls who experience GBV have access to good quality essential services, including support for long term recovery from violence.
* Introduce the results from programme reviews and evaluations, best practices, as well as innovative strategies, approaches and policies into the formulation of interventions.
* Lead youth programme and project implementation, guiding and orienting executing agencies, related partners and personnel and introducing effective modalities and practices of implementation.
* Promote a high standard of compliance with UNFPA rules and regulations, including financial requirements and management, provide guidance on effective implementation of youth projects, in compliance requirements and due diligence processes. Assist with the organization of audits as necessary.
* Advise and report on achievement of youth programme results, and proactively measures substantive progress and the effective utilization of financial and human project resources, using timely and appropriate monitoring and measuring mechanisms and tools.
* Coordinate and create synergies between the youth programme and other UNFPA programme components (SRH and population and development), including on the implementation of demographic dividend roadmap and integration of adolescent-friendly health services into health services.
* Participate actively and lead relevant Joint UN Teams, ensures alignment of youth programmes with relevant joint programming initiatives, support and contribute to all relevant joint programmes/activities among the UN agencies.

**Policy Dialogue:**

* Represent UNFPA on substantive issues in Mozambique and the region and elaborate UNFPA’s national perspectives for youth development.
* Identify requirements for new or updated policies, positioning, frameworks, guidance, standards, instruments and tools.
* Address policy issues and provides substantive inputs to facilitate policy dialogue and the central positioning of youth agenda within policies, national and international plans and strategies, UN system initiatives, and development frameworks in national and development partners’ coordination mechanisms in line with the new aid environment.
* Participate in the UNFPA technical network in youth development, access to ASRH and GBV services, and ensure that relevant issues are incorporated in national development plans and frameworks.
* Collaborate on substantive issues with UN agencies, academia, research and training institutions, professional societies.

**Quality Control of Technical Support and Capacity Development:**

* Advise the CO and partners on the implementation and proper application of UNFPA policies, strategies, guidelines and tools on substantive matters in the region, ensuring consistency and coherence in addressing priorities for UNFPA. Support the development of national institutional capacities for delivering high-quality technical support in youth programming, linking to the demographic dividend.
* Lead the analysis and synthesis of substantive trends, emerging needs and research findings in the country in order to produce new, cutting edge technical knowledge.
* Create substantive knowledge of sexual and reproductive health issues in the country by evaluating programmes, lessons learned, best practices, and replicable strategies and approaches.
* Assess technical assistance needs in these areas and advise on the suitability of programmes and related interventions to meet these needs. Build staff capacity to access and manage projects through provision of training, toolkits, guidelines, mentoring and advice.
* Assess and undertake field trips to monitor programmes under the team, provide capacity building, grant and proposal development support
* Document, disseminate and apply learning on applications, compliance issues and audit recommendations
* Initiate, develop, strengthen, and monitor strategic partnerships in youth development.

**Advocacy and Resource Mobilization:**

* Identify opportunities to advocate and advance UNFPA’s agenda by participating in public information events.
* Collaborate with and build effective partnerships with other UN agencies, national government and NGOs.
* Contribute to the resource mobilization efforts by analyzing information on potential donors, preparing substantive briefs and proposals in line with donor priorities, creating feedback mechanisms and providing information on progress of donor funded initiatives. Identify, continuously update and disseminate information on potential sources of funding to the youth portfolio.
* Develop and manage relationships with relevant donor representatives at national level, represent UNFPA in partners funding networks and working groups and ensure information from these networks is disseminated within CO as appropriate. Maintain records of all donor intelligence and donor interaction. Link with the technical team to ensure coherent messaging across funding and policy workstreams. Work closely with the Humanitarian team on funding opportunities and engagement with humanitarian assistance.
* Identify opportunities for cost-sharing, leveraging and collaboration with civil society, government and other partners as well as through joint UN programmes.
* Advise on building strong technical and programme multi-sectoral partnerships for advocacy for ICPD agenda and the attainment of SDG targets and indicators at the national level through national institutions, networks, alliances and coalitions.

**People Management & Leadership:**

* Lead the UNFPA Youth Programme, including Rapariga Biz and Spotlight Initiative projects, and ensure high standard of staff management within the team using a participatory style.
* Supervise, mentor and coach the team members in order to strengthen or further develop their capacity. This includes the implementation of UNFPA performance management system for his/her direct reports.
* Ensure that regular team meetings take place and are recorded.
* Supervise and direct expert consultants and facilitate working groups and task teams.
* Proactively ensure that youth programmes and projects remain aligned with the broader aims of the CO and Country Programme.
* Exchange relevant information and maintains an open line of communication with colleagues and his/her supervisor to ensure that synergies across programming activities are obtained.
* Coach and supervise national professional and support staff, responsible for staff performance and advise on development needs.

**Other:**

When appropriate, undertake other managerial and/or programme implementation duties assigned by the Assistant Representative, Deputy Representative and/or Representative.

**Qualifications and Experience:**

**Education:**

* Advanced degree in public health, education, youth development, gender, social development, sociology, or other related disciplines.
* Prior training and experience in adolescent sexual reproductive health and rights, life skills education and gender and their application in development settings is desirable.

**Knowledge and experience:**

* 5 years of increasingly responsible professional experience in the substantive area, preferably in programme/project management in the public, NGO and/or international institutions.
* Field experience in ASRHR, health service demand and provision, community work, child marriage and life skills education is required, preferably in the Africa region, particularly in Mozambique.
* Strong track record of technical leadership, including in planning and evaluation, and proven ability to produce demonstrable results
* Good knowledge of the programme development mechanism of the United Nations country programmes and familiarity with UNFPA programmes and policies.
* Experience in coordination and leadership on aid mechanisms, working groups or task forces in Mozambique, is an asset.

**Language Requirements:**

* Excellent oral and written communication in English and Portuguese.

**Computer Skills:**

* Proficiency in the latest office software applications.
* IT Ability to familiarize with ERP (Atlas), PeopleSoft, SAP, or other web-based integrated system.

**Core Competencies:**

* Integrity/Commitment to mandate, knowledge sharing/continuous learning, valuing diversity.
* Managing Relationships: Working in teams, communicating information and ideas, conflict and self-management.
* Working with people: Empowerment/Developing people/performance management.
* Personal Leadership and Effectiveness: Strategic and analytical thinking, results orientation/commitment to excellence, appropriate and transparent decision making.
* Good financial management skills.

**Values:**

* Exemplifying integrity
* Demonstrating commitment to UNFPA and the UN system
* Embracing cultural diversity
* Promoting innovation and positive change

**Functional competencies:**

* Advocacy/Advancing a policy-oriented agenda.
* Results-based programme development and management.
* Innovation and marketing of new approaches.
* Leveraging the resources of national governments and partners/Building strategic alliances and partners.
* Resource mobilization.
* Training and facilitation skills.
* Ability to conduct operational/interventional research.

**Compensation and Benefits**

This position offers an attractive remuneration package including a competitive net salary plus health insurance, pension and other benefits as applicable.

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O Especialista em Programas para a Juventude fornece apoio estratégico, técnico e programático para o desenvolvimento e implementação de estratégias inovadoras e eficazes para o desenvolvimento de adolescentes e jovens, particularmente para garantir acesso a serviços de saúde sexual e reprodutiva amigáveis para os adolescentes, prevenção e resposta à VBG, educação sobre habilidades para a vida e capacitação de jovens para aproveitar o dividendo demográfico. O especialista do programa lidera a equipa de jovens e se reporta diretamente ao representante assistente e sob a supervisão geral do representante adjunto.

Como podes fazer a diferença:

O UNFPA é a principal agência da ONU para oferecer um mundo onde toda a gravidez é desejada, todo parto é seguro e o potencial de cada jovem é cumprido. O novo plano estratégico do UNFPA (2018-2021) concentra-se em três resultados transformadores: acabar com as mortes maternas evitáveis; acabar com a necessidade não atendida de planeamento familiar; e acabar com a violência de gênero e práticas prejudiciais.

Num mundo em que os direitos humanos fundamentais estão em risco, precisamos de funcionários com princípios e ética, que incorporem essas normas e padrões internacionais e que os defenderão com coragem e convicção. O UNFPA procura candidatos que transformem, inspirem e ofereçam alto impacto e resultados sustentados; precisamos de funcionários transparentes, excepcionais na maneira como gerenciam os recursos que lhes são confiados e que se comprometem a oferecer excelência nos resultados do programa.

Objetivo do trabalho:

O Especialista em Programas desempenha um papel de liderança na coordenação e gestão do portfólio do Programa para Adolescentes, Jovens e intervenções temáticas relacionadas para impulsionar substancialmente a realização eficaz das atividades do programa do UNFPA na área de saúde e direitos sexuais e reprodutivos de adolescentes, incluindo saúde materna e neonatal, planeamento familiar, HIV e violência de gênero, para acelerar o progresso na agenda da CIPD e os ODS associados em Moçambique e aproveitar o dividendo demográfico