

Advertisement

Junior Professional Officer

Policy Analyst,
Ending Violence Against
Women



UN Women

NEW Closing date: 27th March 2019

I General information

Title:	Policy Analyst, Ending Violence Against Women
Sector of Assignment:	Ending Violence Against Women (EVAW) Section
Country:	United States of America
Location (City):	New York City
Agency:	UN Women
Duration of Assignment:	Initially one year with the possibility to extend up to a maximum of 3 years
Grade:	P1 step 1 or P2 step 1 in the first year, depending on the level of education and relevant working experience

Note: This post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of the Netherlands and is addressed exclusively to **NATIONALS OF DEVELOPING COUNTRIES THAT APPEAR ON THE LIST OF THE FOLLOWING COUNTRIES ELIGIBLE FOR THE DUTCH JPO PROGRAMME:**

<http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20developing%20countries%20-%202015.pdf>

For criteria see the website of Nedworc Foundation:

<http://www.nedworcfoundation.nl/Index.htm?hoofdpath=/NL/JPO/General%20Information.htm&hoofdhash>

Please read the criteria and FAQ section carefully before considering applying

II Duties, responsibilities and Output Expectations

General

To support the work of the UN Women in ending violence against women, as a Policy Analyst.

1. Support the Joint Global Programme on Essential Services for Women and Girls Subject to Violence (75%):

- Assist in strengthening and coordinating UN agencies' action at HQ level, as well as facilitating coordination among relevant agencies at the national level, as part of the roll-out of the Essential Services Package and associated tools in selected pilot and self-starter countries;
- Compile information and results from country teams to inform donor reports on essential services for which the EVAW Section is responsible, integrating the feedback of EVAW Policy Specialists as part of these processes;

- Contribute to the updating of information on EAW on UN Women’s Intranet, including the possible development and general coordination of UN Women’s Extranet/Communities of Practice on the Flagship Programme Initiative on Prevention and Access to Services/Joint Global Programme on Essential Services;
- Assist in the implementation of relevant, high-impact EAW advocacy activities with key partners, including those as part of the Joint Programme on Essential Services ;
- Assist in providing technical inputs on the Flagship Programme Initiative (Prevention and Access to Services)/ Joint Global Programme on Essential Services including, where relevant, the *Spotlight Initiative* content, including policy papers, annual work plans, communications materials etc. both at the global level and prepared by local and regional teams;
- Assist in synthesizing and disseminating good practices and lessons learnt from the Flagship Programme Initiative on Prevention and Access to Services/Joint Global Programme on Essential Services, to inform the development of the next generation of programmes on essential services;
- Assist in the organization of webinars and other information exchange mechanisms relating to essential services (both substantive content and logistics), as requested by country and regional offices;
- Assist in strengthening links with other global, national and inter-agency groups on ending violence against women, particularly in the area of essential services, and promote new partnerships and collaborations.

2. Support the Ending Violence against Women Section in the following areas (25%):

- Conduct research and analysis to develop knowledge products on the work of the EAW Section, including assisting in the drafting of conceptual papers, briefings, talking points and reports for UN Women Senior Management;
- Provide support in the drafting and monitoring of the Section’s annual work plans and budgets;
- Contribute to the development of communications material on the work of the EAW Section;
- Participate and represent the EAW Section and/or UN Women in meetings;
- Assist in any other duties as directed by the EAW Chief of Section.

III Training component: Learning elements and expectations

The JPO will benefit from the following specific learning modalities/opportunities:

- Develop in-depth knowledge of UN Women’s programming on EAW.
- Gain ability to prepare quality knowledge products such as briefs, concept notes and talking points, including for senior management.
- Develop skills in the area of advocacy and donor reporting.
- Have access to on the job training and mentoring, including bi-weekly meetings with the immediate supervisor.
- Participate in international and interagency meetings for UN Women.
- Have a greater knowledge of and ability to create partnerships with a broad range of development partners, including UN agencies, civil society organizations and donor partners.

As part of the UN Women JPO programme overall framework, the JPO will benefit from the following training and learning opportunities:

- Participation in a UN Women Programme Policy and Operations Induction Course in New York within the first 6 months of assignment.
- The JPO position includes a Duty travel and training allowance (DTTA) of \$ 4.000 per year which may be used for learning activities related to the assignment and career development.
- Other training and learning opportunities, as available in UN Women.

IV Supervision

Title of supervisor: Policy Specialist – Multi-Sectoral Services

Content and methodology of supervision

As part of the UN Women JPO programme overall framework, the JPO will benefit from the following supervision modalities:

- Structured guidance provided by the direct supervisor, especially in the beginning of the assignment, with the purpose of gradually increasing the responsibilities of the JPO.
- Establishment of an individual work plan, with clear deliverables.
- Effective supervision through knowledge sharing and performance/development feedback throughout the assignment.
- Easy access to the supervisor.
- Participation in regular office and Policy team meetings to ensure integration with all aspects of the Section's areas of work and operational effectiveness.
- Guidance and advice in relation to learning and training opportunities within the field of expertise.
- Completion of the yearly UN Women Results and Competency Assessment (RCA).

In addition, the following specific supervision arrangements will apply:

- Interaction with the direct supervisor will take place on a daily basis, with progress reviewed on a bi-weekly basis; additional meetings with and support provided from the Section Chief.

V Required Qualifications and Experience

Education:

Master degree or equivalent in law, human rights, political science, social or gender studies.

A first-level university degree (Bachelor's degree or equivalent) in combination with 4 years of relevant working experience may be accepted in lieu of an advanced university degree in law, human rights, political science, social or gender studies.

Part of the candidates' academic training must have taken place in a developing country that appears on the following list of eligible countries of the Dutch JPO Programme.

<http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20developing%20countries%20-%202015.pdf>

Working experience:

Two to maximal 4 years, or for those with a Bachelor's degree, a minimum of four years relevant working experience in:

Providing substantive feedback on policy guidance and instructional materials, especially as a part of international projects in the area of human rights, including women's rights and, if possible, ending violence against women and girls;

- Assisting in the organization and implementation of workshops/meetings, including technical online support;
- Drafting and completing briefs, talking points, reports etc. on a tight schedule and in coordination with and input from multiple project partners;
- Some development project/programme management; ideally with some experience in the fields of gender equality and violence against women and girls.
- Familiarity with the UN System is desirable.

Languages:

Is fluent in English (both written and oral). Knowledge of another UN official language is an advantage.

Key competencies

Communicating and Information Sharing: Facilitates and encourages open communication and strives for effective communication

Self-management and Emotional Intelligence: Stays composed and positive even in difficult moments, handles tense situations with diplomacy and tact, and has a consistent behaviour towards others;

Professionalism: Demonstrates professional competence and expert knowledge of the pertinent substantive areas of work.

Planning and organizing: Identifies priority activities and assignments; uses time efficiently able to adapt to work demands and changing deadlines.

Conflict Management: Addresses conflicts that surface proactively, acknowledging different feelings and views and directing energy towards a mutually acceptable solution.

VI Background information on Agency/Department/Section

The **EVAW Section is part of the Policy Division at UN Women HQ in New York**, with approx. 20 international staff, consultants and interns, working on a range of thematic areas relating to violence against women and girls, including prevention, access to essential services (see further below); safe cities and safe public spaces; VAW and data; harmful practices including female genital mutilation and child, early and forced marriage; trafficking; and violence on campuses. It also provides key technical support to the *Spotlight Initiative*, a global fund established by the UN Secretary-General in 2017 to address violence against women and girls. This initiative is a multi-year partnership between the EU and the United Nations, and will deploy targeted, large-scale investments to Asia, sub-Saharan Africa; Latin America, as well as the Caribbean and Pacific, as part of a comprehensive programming approach to eliminate the different forms of violence against women and girls.

The Joint Global Programme on Essential Services for Women and Girls Subject to Violence

To improve the quality of and access to comprehensive essential multi-sectorial services, UN Women and UNFPA initiated the **Essential Services Programme** in 2013 with support and funding provided by the Governments of Australia and Spain. This initiative has sought to fill the gap between the agreements¹ made at the international level for responding to violence against women, which stress the need for access to quality services for survivors, and country level activity, by providing technical guidance on how to develop quality services and responses. While this programme of work was initiated by UN Women and UNFPA, it now involves WHO, UNODC and UNDP.

The Joint Global Programme on Essential Services involves the following steps:

- reaching global agreement on a set of essential services and responses required to respond to violence against women and girls in the areas of health, police, justice and social services, as well as coordination and governance of these services, building on existing international norms and standards;
- the development and/or adaptation of quality standards and/or guidelines for the provision of essential services;

¹ 2013 CSW 57 Agreed Conclusions on ending violence against women and girls (E/2013/27 – E/CN.6/2013/11)

- the development of technical assistance, including specific guidance for implementation of guidelines and other tools on essential services, as well as capacity building for service providers and;
- piloting the global guidance and other tools developed through their implementation in low-to- medium income countries.

Phase I of the Joint Programme (2013-2017) focused on reaching consensus on the essential services and the relevant quality standards and tools for the provision of services in different settings. The ***Essential Services Package for Women and Girls Subject to Violence: Core Elements and Quality Guidelines***, launched at the end of 2015, were developed with support from expert consultants and through global technical consultations with key experts from Governments, academia, and practitioners from each relevant area or sector and. To date, these Guidelines have been translated into six languages. A companion module or *Implementation Guide*, intended to assist countries in the roll-out and implementation of the Essential Services Package at a country level was further developed in 2016, along with an e-learning course on the Essential Services Package (for the health, police, justice and social services sectors), in conjunction with the UN Women Training Centre.² This policy guidance was the focus of capacity-building and planning sessions at two Regional Meetings in Asia-Pacific during 2016-2017 for representatives of Government, civil society and UN agencies working in the health, police and justice and social services sectors (23 countries in total).

Phase II of the Programme (mid-2017 – mid-2019) includes testing the global guidance and tools on essential services through their implementation in 10 pilot countries, with a view to supporting and advocating for their global rollout. Currently, 5 countries: **Cambodia, Solomon Islands, Kiribati, Pakistan and Vietnam** (UN Women-coordinated) have been chosen as pilot countries in the Asia-Pacific region; with the following 5 countries selected in the following regions: **Tunisia and Mozambique** in Africa; **Egypt** in the Arab States; and **Guatemala and Peru** in LAC (UNFPA-coordinated).

To date, all 5 UN Women-coordinated pilot countries have developed joint Annual Work Plans, in conjunction with other participating UN organizations and Government partners at the country level and have already started Year 1 of implementation (mid-2017 - mid-2018). The 5 UNFPA-coordinated pilot countries have also begun implementation. In addition to the 10 pilot countries, which are being supported technically and financially for the testing and roll-out of the quality standards, the **Joint Programme will also provide technical assistance to a number of ‘self-starter’ countries** interested in the roll-out of the quality standards through their own national budgets.

Further regional advocacy on essential services, as well as facilitating sharing of and documenting innovations, practice and learning between pilot and self- starter countries at the global level, is planned for 2018-2019 and beyond. This is in addition to the development of further joint policy guidance and tools, as well as undertaking further resource mobilization for the Joint Programme.

VIII How to apply

Please click to apply through the UNDP e-recruit platform.

https://jobs.partneragencies.net/erecruitjobs.html?JobOpeningId=21424&hrs_jo_pst_seq=1&hrs_site_id=2

Applicants will receive acknowledgement of receipt of their submission.
Only shortlisted candidates will be contacted.

² <https://trainingcentre.unwomen.org/enrol/index.php?id=9>

