

Job Description

Job Title: Junior Programme Officer (JPO) - Gender, ICS-8/ICS-9, Brazzaville, Congo (Re-advertised *)

Job ID: 1551

Location: Africa

Full/Part Time: Full-Time

Regular/Temporary: Regular

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Background Information

The UNFPA Junior Professional Officer (JPO) Programme is intended to provide on-the-job training for university graduates who wish to obtain practical experience in development assistance. It gives them an opportunity to acquire professional knowledge in population projects in a developing country. This JPO position, funded by The Netherlands, is available in our country office in Brazzaville, Congo and it is open to the following groups: applicants who have the nationality of a country which appears on the list of eligible countries for the Netherlands JPO/JE/APO/AE Programme; applicants who have Dutch nationality or permanent residence status in the Netherlands; or applicants who have the nationality of another EU Member State. For minimum qualification requirements and the list of eligible countries, please consult the website of the Dutch Ministry of Foreign Affairs (http://www.minbuza.nl/en/Key_Topics/Development_Cooperation/Associate_Experts_Programme)

COUNTRY BACKGROUND INFORMATION

Upon independence in 1960, the former French region of Middle Congo became the Republic of the Congo. Although relatively stable politically, refugees continue to present a humanitarian crisis. Considered a middle income country with a population of over 4 million inhabitants, the Republic of Congo is one of Africa's largest petroleum producers. The economy is a mixture of subsistence agriculture, an industrial sector based largely on oil, and support services, and a government characterized by budget problems and overstaffing. Oil has supplanted forestry as the mainstay of the economy, providing a major share of government revenues and exports. In the early 1980s, rapidly rising oil revenues enabled the government to finance large-scale development projects with GDP growth averaging 5% annually, one of the highest rates in Africa. Economic reform efforts have been undertaken with the support of international organizations, notably the World Bank and the IMF. Economic progress was badly hurt by slumping oil prices and the resumption of armed conflict in December 1998, which worsened the republic's budget deficit. The current administration presides over an uneasy internal peace and faces difficult economic challenges of stimulating recovery and reducing poverty. Recovery of oil prices has boosted the economy's GDP and near-term prospects. In March 2006, the World Bank and the International Monetary Fund (IMF) approved Heavily Indebted Poor Countries (HIPC) treatment for Congo.

Organizational Setting

The JPO will be under the Overall guidance of the UNFPA Representative and direct supervision of the Gender Officer. The JPO Focal Point at the UNFPA Headquarters will be advising the JPO for career development and administrative related issues.

Content and Methodology of Supervision:

Job-related guidance in a timely, constructive and appropriate manner is provided on a continuous basis. The functions of the JPO and how these relate to the overall mandate of UNFPA will be explained. All necessary information, rules, policies, equipment and other tools required will be provided. The JPO will have opportunities to use his/her skills and abilities fully and to contribute to the work of the office.

Main Tasks & Responsibilities

Assisting in strengthening the capacity of structures, including a centre to identify and locate survivors of gender-based violence (GBV);

Support the development of GBV-related studies, including the determinants of GBV in Congo promoting the utilization of their findings towards national authorities; and support the development of advocacy tools and specific events (including the international days relating to gender and women) dedicated to women's status and rights and addressing GBV,

Support social, economic and psychological assistance for survivors of gender-based violence;

Build the capacity of NGO, women networks, faith-based organization, youth and the media, as well as community organizations to combat sexual and gender-based violence;

Scale-up efforts by national authorities to prevent and respond to sexual and gender-based violence;

Advocate for the adoption of legislative frameworks that seek to eliminate impunity for the perpetrators of sexual violence, including through discussion forum with Parliamentarians and public civil servants in the legal and judicial system;

Assist the media in monitoring and drawing attention to sexual and gender-based violence, including through contributing assisting the media in sensitization campaigns, and support the organization by radio and TV of public debates on the issue; support TV and radio networks broadcasts on GBV; and contribute to strengthen the media/communication networks in the area of GBV;

Support the elaboration and implementation of gender policies and sector-based action plans by national authorities;

Support the Representative with any matter relating to the UN theme Group on Gender, including through preparing position papers, reports and statements;

Assist the Representative with any matter relating to gender and gender/sexual-based violence in the Republic of Congo;

Perform any other duty as assigned by the Representative.

Qualifications and Experience

Postgraduate degree in gender, social sciences, including sociology and/or human rights relating to gender, or any relevant related matter required; a doctorate in the area of gender would be a distinct advantage;

Preferably three years of working experience in the area of gender/sexual based violence or related subject matter, with programming/programme management experience. Prior experience in developing countries is an asset;

Experience with a national government, a United Nations institution or an intergovernmental organization in a developing country (preferably in West or Central Africa) is an asset;

Experience in advocacy, including on gender/gender-based violence would be an advantage;

Knowledge of Africa and African culture would be desirable;

Excellent information technology knowledge and management (email, internet, spreadsheet, etc);

Fluency in French is required. Working knowledge of English and excellent drafting skills in English and French are required.

Learning Elements

Upon completion of the assignment, the JPO will be able to:

- Understand the UN roles and responsibilities at country level and complexity of its operations;
- Prepare project documents addressing gender-related issues;
- Write concise programme and policy reports, memos in UN language;
- Understand inter-agency work and its relation to intergovernmental discussions/debates;
- Monitor progress through systemic results-based designed activities, monitoring and reporting;
- Prepare project reports;
- Have enhanced its inter-personal, communication and negotiation skills.

Required Competencies

Valuing Diversity

Demonstrates an international outlook, appreciates differences in values and learns from cultural diversity. Takes actions appropriate to the religious and cultural context. Continually examines his/her own biases and behaviours to avoid stereotypical responses.

Working in Teams

Works collaboratively with colleagues inside UNFPA as well as UNFPA partners and other stakeholders. Supports the decisions of the team even when it is not his/her preferred solution. Proactively pursues solutions to team problems and asks for help when needed. Pursues achievement of common goals.

Integrity/ Commitment to the mandate

Acts in accordance with UN/UNFPA values. Holds himself/herself accountable for actions taken within the given responsibilities and supervision. Does what he/she says he/she will do. Places UNFPA interest first and foremost, including resisting political and personal pressure.

Self and conflict management

Remains calm, collected and patient, regardless of circumstances. Responds effectively to stress and situations of ambiguity or crisis. Adapts flexibly to changing situations or to overcome obstacles. Listens and responds appropriately to criticism.

Communicating information and ideas

Communicates clearly and effectively. Seeks to understand the ideas of others. Helps create an environment for open communication. Delivers oral/written information in a timely, effective and easily understood manner. Prepares written material in a manner that requires little or no corrections or editing by others.

Compensation and Benefits

The JPO contract is for one year initially with the possibility to be extended up to three years.

This position offers an attractive remuneration package commensurate with the level of the post. The package includes a competitive net salary plus cost of living adjustment, housing allowance, home leave, health insurance and other benefits.

Closing Statement**HOW TO APPLY**

Candidates must apply through the UNFPA's online application management system, E-Recruit. Please visit Current Vacancies at <https://erecruit.partneragencies.org/erecruit.html> and apply to the JPO opportunities you might be interested in.

The deadline for receiving applications is 14 May 2010 (5:00pm New York time) . Please note that all selected candidates must be available and prepared to take up duty preferably before or in September 2010 (not later than 31 December 2010).

Due to the large number of applicants we will only be able to respond to those candidates in whom UNFPA has a further interest.

* This position was first advertised in August 2009 but not filled. New candidates are encouraged to apply.

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