Position Title: Deputy Regional Director, D-1, Nairobi, Kenya

If you are a committed, creative professional and are passionate about making a lasting difference for children, the world's leading children's rights organization would like to hear from you.

For 70 years, UNICEF has been working on the ground in 190 countries and territories to promote children's survival, protection and development. The world's largest provider of vaccines for developing countries, UNICEF supports child health and nutrition, good water and sanitation, quality basic education for all boys and girls, and the protection of children from violence, exploitation, and AIDS. UNICEF is funded entirely by the voluntary contributions of individuals, businesses, foundations and governments.

Purpose for the job:

Supports the Regional Director in the management of the Regional Office. Provides programme leadership and support to country offices and sub-regional structures, ensuring coordination and synergy between regional staff and country office programme leadership in information exchange and maintaining strategic alliances.

Advises and assists the Regional Director on matters relating to regional policy formulation and implementation supporting UNICEF programme, operations, management, advocacy and communication strategies. Represents the Regional Director within and outside the United Nations system, as required.

Provides oversight for programme management in the region, and in particular the Regional Office, providing guidance and technical oversight to the multi-disciplinary team of programme professionals of the Regional Office to ensure the achievement of organizational mission, strategy, goals and objectives. The Deputy Regional Director may directly supervise the various sectoral programme and operational areas as designated by the Regional Director.

Key End-Results:

Regional level leadership and guidance:

- Effective leadership and technical guidance, oversight and coordination is provided to ensure the achievement of programme goals at regional level, and in particular through the functions of various Regional Advisors and multi-disciplinary, multi-sectoral teams.

- Effective oversight and guidance results in full implementation of the Regional Office Management Plan and related objectives, work plan and activities of the Regional Office team.

- Coordination of the work of Regional Office teams ensures the effective and efficient management and administration of UNICEF's resources in accordance with established policies, standards, rules and procedures.

- Effective leadership exerted in the appropriate alignment of global and regional policies, strategy and programme priorities for effective achievement of regional programme objectives through the rights- and results-based management approach.

- Effective programme results are achieved for the survival, protection, development and participation of children and women in regional development efforts.

- Proactive representation of UNICEF in key inter-agency fora at the regional level ensures effective contribution to and integration of UNICEF programme initiatives in broader UN programme activities.

- Use of programme resources and programme and management performance within the region is regularly monitored with a view to supporting actions that improve country programme performance.
• Progress, effectiveness and relevance of UNICEF country programme employs results based programming through regular reviews and structured evaluations.

• Strategic level advice and guidance to Country Office and Country Programme teams secures optimal results in the development, review and monitoring of Country Programmes of Cooperation (programmes, budgets and resources), in line with national development priorities, and the UN Development Assistance Framework.

Key Accountabilities and Duties/Tasks:

• Effective programme leadership, managerial guidance and advice, and coordination of Regional Office teams to ensure the achievement of programme goals.
• Strategic planning and policy development at regional level.
• Country Programme development, review and monitoring guidance and support.
• Regional level monitoring, evaluation and reporting.
• Administration and management of staff.

Minimum Requirements:

• Advanced university degree in Social Sciences, International Relations, Government, Public Administration, Social Development, Development Planning, or other relevant disciplines.
• At least 12 years of professional work experience in formulation of policy in international or national administration and translation of policies into practice; experience in external aid administration and senior level international development administration.
• Experience as a UNICEF representative is extremely important and highly desirable, preferably at a commensurate level of the functions to be encumbered.
• Experience and proven track record in managing emergencies, sensitive and complex situations and security-related issues.
• Effective people management and proven ability to guide, motivate and lead a large multi-disciplinary team.
• Fluency in English is required. Knowledge of French and/or Portuguese is an important asset.

Region/Country Typology:

• Eastern and Southern Africa (ESAR) is a vast, geographically diverse region, with 21 Country Offices of large, medium and small size, several sub-regional structures (in Johannesburg and Addis Ababa) and over 2,500 staff, and a total budget of USD 1.7 billion annually.
• Countries in the Region are in different state of development: the majority are lower income countries, and a few minority are middle income and upper middle income countries; high inequalities prevail in most if not all of the countries
• Results to be achieved in 2014 – 2017 are in line with all areas of the UNICEF Strategic Plan for the same period, and emphasize five regional priorities of: Survive and Thrive; Reducing Stunting; Education Quality; Results for Adolescents and Social Inclusion
• The region is prone to emergencies, caused by natural calamities, climate change, conflict and civil unrest, with an increasing number of country programmes operating in fragile contexts.

Person Profile:

• Senior leadership experience and skills;
• Extensive broad-based programming experience, specifically thorough understanding of development, humanitarian, early recovery and middle-income programming;
• Proven knowledge and experience in formulating strategies and managing a large size programme (sectoral, development, humanitarian, advocacy, policy dialogue and capacity building) and/or office;
• Experience in ensuring integration and synergy across sectoral in accordance with best practices
• Strong track record on strategic planning and results-based management;
• Proven risk management skills and efficient management of financial resources;
• Experience in development effectiveness and UN Coherence processes; political maturity and strong diplomacy skills that translate in the ability to work with a range of partners;
• Proven ability to negotiate and advocate effectively and to build relations with a variety of donors and partners.

Competencies of Successful Candidate:

Core Values

• Commitment
• Diversity and inclusion
• Integrity

SSR competencies

• Delivering results
• Managing complexity and change
• Impact and partnership
• Innovation and risk taking
• Leading, engaging and nurturing
• Self-awareness

Applications will be considered only if accompanied by an updated Cover Letter and CV, as well as the two most recent PERs (for internals) / Evaluations (for externals). Regret letters will only be sent to shortlisted candidates.

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.