Position Title: Representative, P-5, Muscat, Oman

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:

The Representative serves as the accredited representative of the UNICEF Executive Director in the Country and reports to the Regional Director for general direction. The Representative is responsible for establishing dialogue with the government to develop the framework of cooperation in the country and for working closely and collaboratively with the government and national institutions, stakeholders and partners, to develop the UNICEF Country Program of Cooperation in support of UNICEF’s and national and international development efforts to advance children’s rights to survival, development and wellbeing as established under the Convention on the Rights of the Child, international treaties/framework and UN intergovernmental bodies.

As Head of a small size Country Office, the Representative is responsible for managing and supervising the CO programs/projects and operations, providing leadership and vision to the UNICEF country programme team in managing and leveraging resources for the achievement of results and fulfilment of the rights of children. The Representative leads and manages the various program sectors and operational service teams ensuring delivery of quality results in accordance with the UNICEF Strategic Plans, standards of performance and accountability framework, ethics and integrity.

Key function, accountabilities and related duties/tasks:

- Developing and planning the Country Program
- Leading and managing the CO
- Monitoring and quality control of the Country Program
- Representation and external relations at global/national level
- Building alliance, resource mobilization and UN System coordination
- Leading innovation, knowledge management and capacity building
- Safety and security of staff, programs and organizational assets

Minimum Requirements:

- An Advanced University Degree in social sciences, international relations, government and public relations, public or social policy, sociology, social or community development or other related fields, is required.

- A minimum of 10 years professional development experience that combines managerial and technical leadership in development cooperation at the international level, some of which served in developing countries is required. Relevant professional experience in any UN system agency or organization is an asset.

  Oral and written proficiency in English is required. Fluency in Arabic is highly desirable. Knowledge of another official UN language or a local language is an asset.

Country Typology:

- Muscat, Oman is a Family duty station.
- Muscat, Oman is an “A” Duty Station. (Source: International Civil Service Commission, effective 01/Jan/2016)
**Brief country context:**

The Sultanate of Oman is a high income country of 4.2 million people (NCSI 2015) that has earned recognition for its rapid human development over the past 40 years. Oman’s Human Development Index (HDI) ranked Oman at 52 amongst 188 countries in 2014 (UNDP 2015), placing the Sultanate amongst the high human development countries.

Oman offers a unique policy model in the MENA region. The country has taken bold measures that promote greater openness and dialogue, a pro-employment policy, greater access to land ownership, affordable consumer goods, and universal health and education services, all of which make for good living conditions (CMI, World Bank, EIB and ISESCO, 2013). The model has its share of challenges, mainly because the rapid pace of modernization and growth has stretched its human resource base thin. There is thus a need to improve productivity and competitiveness, and address skill shortages.

**Size of the country office:**

The Oman Country Office (OCO) footprint is modest with an annual budget of USD 1.8 million per annum, comprising a total number of six staff, including one international staff (Programme Manager, P4).

**Focus of country programme, targets, challenges:**

UNICEF Executive board recently approved the new country programme for the period 2017–2020 in which GoO and UNICEF identified three programme priorities for child well-being:

1. **Integrated early childhood development (IECD):** The focus of this programme is to expand the coverage and quality of public IECD services, with a focus on reaching vulnerable groups of children and under-served areas.
2. **Protecting children from violence:** This component focuses on changing the generally accepting attitude towards the use of violence, both physical and emotional, in schools and homes.
3. **Inclusion of children with disabilities (CwD):** The CwD programme component aims to generate and use data and evidence about the situation of CwD to promote their inclusion in mainstream services and deliver timely, high quality early support interventions, with a focus on under-served areas.

**Person Profile:**

- Previous experience as a Representative or in a clear managerial role (e.g. Deputy Representative or Chief, Field Office) with experience in HIC/MIC or large countries is required. Demonstrated experience in communication/advocacy is essential.
- Strong experience in up-stream social policy work, with demonstrated expertise in social policy, institutions capacity building and knowledge management. Strengths in multi-sectoral programming, evaluation and/or information management to support a Government in need of high level technical expertise in UNICEF's focus areas.
- Ability to lead, motivate and attract the best (staff and technical assistance). The capacity to manage/strategize and deliver results.
- Capacity to have a vision, be dynamic/creative to maximize results for children and to catalyze other agencies and UNICEF offices in the region. Capacity to work collaboratively with other HICs/MICs and Regional Office on joint initiatives. Excellent networking skills, and the capacity to build teams across different sectors.
- Political savvy and good knowledge of development. Understanding of emergency/recovery issues.
- Capacity to ensure high level representation/communication/advocacy skills with good resource mobilization skills.

**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.*