

## **Position Title: Representative, D-1, Damascus, Syrian Arab Republic**

*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 well-being as established under the Convention on the Rights of the Child, international treaties/framework and UN intergovernmental bodies.

As Head of a large size Country Office, the Representative is responsible for leading and guiding managers of programs/projects and operations supporting the CO programs, 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 oversees 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 and Humanitarian response plans
- 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 12 years professional development experience that combines intellectual and managerial 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.
- Background/familiarity with Emergency.
- 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:**

- Damascus, Syria is a Non-family duty station.

- Damascus, Syria is an "E" Duty Station. (Source: International Civil Service Commission, effective 01/Jan/2016)
- Large scale crisis resulting in major reversal of human development indicators, with no political resolution in sight for the immediate future.
- Level three humanitarian crisis with large internal and external population displacement. Future opportunities for post-crisis recovery, peace building and development.
- A large size country office with 179 staff members and with 5 field offices, that that quadrupled in size due to the humanitarian response, with a high number of staff working on sensitive and complex issues in an environment of high risk.
- Security phase V (non-family duty station), with limited mobility in country, likelihood of prolonged confinement in premises and complex in-country travel arrangements.
- The crisis in the Syrian Arab Republic now into its fifth year which left a negative impact on children, facing the largest humanitarian crisis in the world. It left a devastated impact on the economy and damaged infrastructure (CPD, 2016).
- The Country Programme focuses on three preliminary components: (a) people's basic needs; (b) community needs; and (c) institutional needs. The programme components are: Health and Nutrition, WASH, Education, Adolescent Development and Participation, Child Protection and Social Inclusion (CPD, 2016).

#### Challenges:

- Security limits access to many areas;
- The context of the conflict required the UN Security Council to approve resolutions allowing cross border operations into Syria. This has added an extra coordination requirement on Whole of Syria operations;
- Financial constraints: Syria HRP 37% funded by October 2016, and was 43% for the full year of 2015;
- Humanitarian actors have been targeted by some actors in Syria, particularly local service delivery actors.

#### **Person Profile:**

The post requires previous experience as Representative. A track record in delivering results in complex, politically sensitive environments. Experience in humanitarian settings required. In particular:

- Strong representational, communication and fundraising skills with the capacity to adjust and utilize both "soft diplomacy" and advocacy depending on sensitivities and context. Combined political astuteness, tact and assertiveness to face unexpected challenges.
- Proven skills to strategize and operate in sensitive / fragile sometime high-risk, environment.
- Ability to lead, manage and motivate a large team of staff to drive progress towards achieving programme results in a complex, non-family environment.
- Capacity to create a strong team spirit and drive.
- Strong people skills combined with cultural sensitivity.
- Proven capacity in networking, building and sustaining partnerships and providing leadership for children with key stakeholders, the UNCT, Humanitarian community and donors.
- Knowledge and experience in both development and humanitarian programmes, and the ability to design and manage strategies for enhancing community resilience within a protracted crisis.

#### **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. 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.*