Position Title: Deputy Representative, D-1, Kabul, Afghanistan

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 Deputy Representative (DR) reports to the Country Office (CO) Representative for general supervision and direction. The DR serves as principal support and adviser on the overall management of the CO, development of CO policies and strategies; and under delegated authority, for coordinating and managing all phases of the Country Office Program from formulation to delivery of results in accordance with the UNICEF Strategic Plans, standards of performance and accountability framework, ethics and integrity.

Key function/accountabilities:

- Developing and planning the Country Program
- Support to the Representative on managing the CO
- Monitoring and quality control of the Country Program
- Representation, alliance building and UN System coordination
- Innovation, knowledge management and capacity building

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 13 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.
- Oral and written proficiency in English is required. Knowledge of another official UN language or a local language is an asset.

Country Typology:

- Afghanistan is a Low Income country, with a population of 33.37 million and a GDP per capita of USD 667.8 in 2014.
- Afghanistan is a country in emergency.
- Kabul, Afghanistan is a Non Family duty station.
- Kabul, Afghanistan is an "E" Duty Station. (Source: International Civil Service Commission, effective 01/Jan/2016)

Brief country context: Afghanistan is still living the sequelae of the three decades of civil war. A national unity government is in place since 2014, but the country is still suffering from political instability and tension between the various political parties, all within the context of a very slow peace process. Conflict and active fighting are still reported from several regions of Afghanistan. The country is heavily dependent on external aid in the form of direct budget support or through international agencies and organizations, including for the running of basic services. While access to basic social services may have improved in the large cities and provincial capitals, there are still large disparities in terms of access to services and indicators related to children. Various surveys suggest high levels
of deprivation across all socio-economic indicators nationally and most provinces. Weak infrastructure with inaccessible areas (due to geographic and terrain issues) together with high insecurity have made populations in rural and remote areas highly vulnerable. Further, most basic services are contracted out to be run by international and local NGOs (e.g. the entire Rural Health care delivery system is implemented by contracts awarded to NGOs for running basic health care package services and for essential package of hospital services).

- **Size of the country office:** Large size office with an overall staff capacity of 370; the main office is in Kabul and there are 5 zonal offices and 9 outposts across the country. The office annual budget ranges between 180- 220 million US Dollars. The office has also a number of persons working in the polio programme on a third party contract (about 7200 persons working at the community level) – though not falling under the direct responsibility of UNICEF. The Afghanistan country office is the ninth largest operation for UNICEF.

- **Focus of country programme, targets and challenges:**
  - The UNICEF-Government of Afghanistan programme for 2015-2019 was prepared based on an equity focused, human rights based situation analysis and approved by the annual session of the executive board. The polio eradication programme supported by UNICEF and WHO among others is one of the country programme priorities, as Afghanistan continues to be one of the three countries in the world that are polio endemic. A Mid-Term Review of the 2015-2019 country programme is planned for 2017.
  - This year has witnessed an increased number of humanitarian situations resulting from internal displacement, as well as from the return of about 1.5 million Afghans from Pakistan. The large scale displacement of populations is in the direction of informal settlements where sanitation, livelihood opportunities and essential services are poorly developed resulting in increased vulnerability and deprivation particularly among women and children. Natural disasters are also a source of threat for the population in several localities of Afghanistan, and require humanitarian assistance.
  - UNICEF works with several partners including donors both within the country and in their capitals. Donors include Canada, European Union, Italy, Japan, Republic of Korea, Sweden, GAVI, BMGF, UK, USAID and World Bank.

- **Additional information applicants should know:** The Deputy Representative will lead a team of qualified professionals who need coordination and a conducive work environment that empowers them. They should also be able to work on getting the links between the country office and the zonal offices stronger.

**Person Profile:**

- Solid managerial and people skills with demonstrated capacity to lead, empower and motivate a large team of programme professionals in the direction of better results for children and quality control of programmes.
- Thorough understanding of UNICEF programmes, policies, goals and strategies, guidelines, and approaches
- Good knowledge of technical cooperation programmes, programme administration, and project management in a UN context
- Good negotiation skills, maturity and sensitivity to handle difficult stakeholders in a highly complex environment.
- Previous experience in emergencies
- Good representation skills and expertise to deploy public relations and enhance UNICEF’s image in the public and with government and donors.
- Good understanding of financial rules and regulations, risk management and fund raising strategies
- Good verbal and written communication skills
- Capacity to work under pressure in difficult security situation and in a rapidly changing environment.
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.