Position Title: Deputy Regional Director, West and Central Africa (WCARO), D-1, Dakar, Senegal

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 leadership and support to Country and Area offices, ensuring coordination and synergy between regional staff and country office 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 and communications strategy. Represents the Regional Director within and outside the United Nations system, as required.

Provides oversight for programme management in the region, providing direction, leadership and guidance to the multi-disciplinary team of professionals of the regional office to ensure the achievement of organizational mission, strategy, goals and objectives. The Deputy Regional Director may directly supervise the Operational or Programme areas as designated by the Regional Director.

Key End-Results:

- Effective leadership and managerial guidance and coordination are provided to ensure the achievement of programme goals. Implementation of the Country Programme and its activities promoted in line with national development priorities, and the UN Development Assistance Framework.

- Effective programme management and advocacy achieved for the survival, protection, development and participation of children and women in regional development efforts and effective contribution to and integration of UNICEF initiatives in broader UN activities.

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

- Effective country programme support provided for programme preparations, resources, budget preparations, and fundraising efforts.

- Progress, effectiveness and relevance of UNICEF country programme employs results based programming, use of resources and management performance within the region regularly monitored with a view to improving country programme performance.

- The effective and efficient management and administration of UNICEF’s resources carried out in accordance with established policies, standards, rules and procedures.
Key Accountabilities and Duties/Tasks:

- Effective leadership, advocacy, and managerial guidance and coordination provided to ensure the achievement of programme goals.
- Strategic Planning and Policy Development.
- Country Programme Support.
- Monitoring, Evaluation and Reporting.
- Rights-based and Results-based management approach fully incorporated into all phases of programming to enhance the value and quality of programmes implementation.
- Administration and Management.

Minimum Requirements:

- Advanced university degree in Social Sciences, International Relations, Government, Public Administration, Social Development, Development Planning, or other relevant disciplines.
- 13 years of professional work experience in formulation of policy in international or national administration; experience in external aid administration and senior level international development administration.
- Experience as a UNICEF Representative highly desirable.
- Experience/familiarity with emergency and security.
- Fluency in English and French is required.

Region/Country Typology:

- Dakar, Senegal is a Family duty station.
- Dakar, Senegal is an "A" Duty Station. (Source: International Civil Service Commission, effective 01/Jan/2016)
- The West and Central Africa Regional office (WCARO) is based in Dakar, Senegal. Dakar is a family duty station with a hardship classification of ‘A’. The total number of staff in WCAR are about 125.
- WCARO has oversight for the 23 countries in both West and Central Africa. Some of the countries are in emergency level 2 or 3.

Person Profile:

- The ideal candidate for this position should be strategic leader with demonstrated ability to lead team of senior technical professionals.
- S/he should have excellent programme knowledge.
- Excellent managerial, interpersonal and leadership skills with demonstrated ability to coach, mentor and motivate staff and foster a positive working environment within the Regional Office.
- Ability to build consensus and form alliances and inspiring others to form alliances for concerted actions.

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.*