Position Title: Representative, D-1, Bamako, Mali

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 medium 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
- 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.

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

- Mali is a Low Income country, with a population of 18.135 million and a GDP per capita of USD 701.1 in 2014.
- Mali is a country in Emergency.
- Bamako, Mali is a Non Family duty station.
- Bamako, Mali is a “C” Duty Station. (Source: International Civil Service Commission, effective 01/Jan/2016)

**Brief country context:** The Republic of Mali is home to plus 18 million people, more than half of whom are children. In the years before conflict broke out in the North, Mali was making strong development strides. The under-five mortality rate fell by 42% over the 2000-2012 period and birth registration increased significantly, from 53% in 2006 to 81% in 2010. In 2012, Mali surpassed the Millennium Development Goal (MDG) target for access to improved sources of water, with more than 65% coverage. In recent years, however, chronic challenges and devastating crises have stalled this momentum. Today, Mali is ranked 179 out of 187 countries on the Human Development Index, and half of the population lives in poverty. Poverty is concentrated in disadvantaged regions and rural areas: half of all children living in poverty reside in the regions of Mopti and Sikasso. In the northern regions of Gao, Tombouctou and Kidal, the deprivation is even greater. Gross domestic product (GDP) growth, estimated at 7.2% in 2013, is below the 7% target for reducing poverty, while population growth is among the highest in the world at 3.6%. With low GDP growth and limited investments in health, nutrition, education, water and protection, children in Mali continue to face significant threats to their wellbeing. Almost no decline has been observed in neonatal mortality and maternal mortality in recent years. The prevalence of moderate and severe stunting (low height for age) among children under 5 is more than 30% and has changed little over the years. More than 1 million children are out of school and nearly half of all girls are married before the age of 18. Only one person in three has access to improved sanitation. On-going instability and violence in the North continue to endanger the lives of thousands of children.

**Size of the country office:**
- The total budget of Mali CPD for 2015-2019 is USD 463,763 million, of which 17% is RR and 83% is ORR and ORE –this last one is a forecast based in regular emergencies, not taken into account exceptional situations.
- The office structure of the country programme 2015-2019 includes 170 positions. The office also relies on temporary appointment and consultancy according to emerging and temporary needs, those last could up to 30/40 people.

**Focus of country programme, targets, challenges:**
- UNICEF Country Programme aims to increase equitable access to basic social services, strengthen the resilience of communities, support service delivery systems, promote policies and budgets sensitive to the situation of the most disadvantaged groups and children, and ensure a better transition from humanitarian action to development.
- The expected results by 2019 are (1) Improved access to health care, (2) Improved nutritional status for children and new mothers, (3) Sustainable access to water and sanitation in poor and rural communities, (4) Increased access to quality basic education for all children with a focus on the most vulnerable girls and boys, (5) Better protection from violence, particularly gender-based violence, for children, especially girls, (6) Strengthened resilience for children and communities.
- Although the Programme is national in scope, interventions concentrate in five vulnerable regions. Given that half of all poor children suffering from at least three deprivations live in the regions of Sikasso and Mopti, these regions will be targeted with an integrated package of services. In response to the low basic social service coverage in the northern regions of Tombouctou, Kidal
and Gao in the wake of conflict, UNICEF works to facilitate the transition from humanitarian action to development through multi-sector interventions guided by conflict and risk analysis and inter-community dialogue to strengthen social cohesion. In the remaining regions, the Programme is supporting targeted sectoral interventions based on areas of greatest need.

- Since the start of its new country programme in 2015, UNICEF has been confronted to several challenges such as insecurity and terrorist attacks which have increasingly jeopardized access not only in Northern Regions but also in central parts of the country. In addition, the lack of presence of Government personnel in some areas makes the restoration of basic social services more challenging. To address these challenges, UNICEF has strived to adopt a three-pronged approach focusing on strengthening community resilience, supporting capacity-building efforts of Government institutions and advocating for equity-focused policies.

- **Additional information applicants should know:**
  - The current crisis ongoing requires the ability to understand security and political issues in an outstanding manner. Security is extremely volatile, notably in the North and Center of the country but also in Bamako. The crisis also has brought a lot of political sensitivities that required analysis and diplomacy to navigate through.
  - The CO counts with 5 zonal offices, Kayes, Sikasso, Tombuctú, Mopti and Gao.
  - Mali is a country with Integrated Presence joining the Agencies with Minusma.

**Person Profile:**

- Experience in leading a country programme and team in complex humanitarian/emergency contexts.
- Excellent managerial and interpersonal skills that motivate staff and foster a good working environment within the office and with external partners.
- Ability to build consensus and form alliances and inspiring others to form alliances for concerted actions.
- Excellent strategic, leadership, managerial and analytical skills.
- Multicultural sensitivity.
- Previous experience of managing an office or a team in the context of an UN Integrated Mission, an asset.
- Previous experience of managing an office in a very volatile and insecure environment, an asset.

**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.