Position Title: Associate Director, Field Results Group, D-1, New York, USA

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:

Under the overall guidance of the Deputy Executive Director (DED), Field Results, to guide and coordinate the functions of the Field Results Group: performance monitoring and accountability, implementation modalities, and programme design and guidance; to develop procedures, guidelines and tools for strengthening Management for Results across UNICEF; to actively participate and contribute to the development of UN "Delivering as One" instruments related to country programmes; and to prepare, manage, and report on the FRG’s work plan.

Major Duties and Responsibilities:

Provide advice and support to the DED, Field Results, in the promotion and implementation of results based management in field offices, and in the monitoring of regional offices’ performance in achieving programmatic results and sound financial management.

In close consultation with relevant HQ divisions, and Regional Offices, lead the development, review and updating of programming guidelines, appropriate programming tools and procedures for the country programming process and the UN Coherence/"Delivering as One" processes; Represent UNICEF at the UNDG Programme Working Group and contribute to the development of harmonized policies and procedures and training programmes for country programmes including UNDAF, CCP, Joint Programmes, and HACT.

Lead the design and development of innovative and simple tools for assessing programme performance and accountability for results at country, regional and corporate level; Analyze performance data and prepare periodic "results" reports for the ED and the DED.

Guide and direct the development and updating of policies, procedures, and instruments related to partnering for programme implementation; Oversee the implementation of HACT; and lead the periodic review of implementation modalities in specific contexts.

Work closely with respective HQ divisions and coordinate the work planning and work plans of the Field Results Group including the setting of goals and priorities and strategic approaches to the work plans; supervise and monitor the implementation of the work plans; and oversee the drafting, management, monitoring and reporting on FRG's office management plan; guide and direct the development of the Human Resource Development Plan for the FRG, ensure its implementation, and oversee the recruitment of Consultants and staff; coach and motivate staff and guide team building processes; other management tasks as assigned by the DED.

Minimum Requirements:

Advanced university degree in the social sciences. Additional training in development planning, management/public administration or related fields.
At least 13 years of professional work experience in management of social development programmes, with a substantial period at a senior management level. Substantial experience in planning and management of social development programmes in more than one developing country. Proven ability to work in a managerial or advisory capacity at a senior level. At least 4 years working experience in a United Nations organization.

Oral and written proficiency in English and either French or Spanish is required.

**Person Profile:**

- Excellent skills in strategic analysis, conceptual development and writing.
- Strong demonstrated knowledge of programming and programme management in developing country contexts.
- Good knowledge of strategic planning principles and practices.
- Cross-disciplinary perspective on and in-depth and current knowledge of development planning.
- Leadership ability to manage resources, good judgment, ability to build trust and consensus, coach and support staff growth.
- Demonstrated ability to innovate, challenge status quo, and communicate ideas effectively.
- Demonstrated ability to work harmoniously in a multi-cultural team and establish harmonious and effective working relationship both within and outside the organization.
- Sound office management and budget management experience.
- Familiarity with UNICEF programme policies and goals an asset, and familiarity with UN programme policies and goals essential.

**Competencies of Successful Candidate:**

**Core Values**

- Commitment
- Diversity and inclusion
- Integrity

**Core Competencies**

- Communication
- Drive for result
- Working with People

**Functional Competencies**

- Leading and supervising
- Formulating strategies and concepts
- Analyzing
- Relating and networking
- Applying technical expertise
- Persuading and influencing
- Planning and organizing

**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.