



<b>Job title:</b>	<b>Programme Analyst – Gender &amp; Human Rights</b>
<b>Level:</b>	<b>NOB</b>
<b>Position Number:</b>	<b>00000</b>
<b>Location:</b>	<b>Rabat, Morocco</b>
<b>Full/Part time:</b>	<b>Full-Time</b>
<b>Fixed term/Temporary:</b>	<b>FTA</b>
<b>Rotational/Non Rotational:</b>	<b>Non-Rotational</b>
<b>Duration:</b>	<b>One year (renewable)</b>

#### **The Position:**

The Programme Analyst-Gender ensures the effective management of UNFPA programmes and activities in areas of Gender Equality, Women's Empowerment and Rights. S/he oversees programmes formulation and evaluation, joint programming initiatives and national development frameworks. S/he leads the Gender programme team and collaborates with CO's other programme & operation teams.

S/he will be based in Morocco Country Office (CO) – Rabat and will report directly to the UNFPA Assistant Representative. S/he will work in close collaboration with the Country Office programme coordinators under the overall guidance from the CO Representative.

#### **How you can make a difference:**

UNFPA is the lead UN agency for delivering a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. UNFPA's new strategic plan (2018-2021), focuses on three transformative results: to end preventable maternal deaths; end unmet need for family planning; and end gender-based violence and harmful practices.

In a world where fundamental human rights are at risk, we need principled and ethical staff, who embody these international norms and standards, and who will defend them courageously and with full conviction.

UNFPA is seeking candidates that transform, inspire and deliver high impact and sustained results; we need staff who are transparent, exceptional in how they manage the resources entrusted to them and who commit to deliver excellence in programme results.

#### **Job Purpose:**

In the UNFPA Country Office in Morocco and in the context of the implementation of its ninth Country Programme (2017-2021), s/he will provide quality technical and programme support, guidance and advice to the programme team, by ensuring knowledge sharing and production as well as capacity building on Gender equality, women's empowerment and rights issues for the CO and national counterparts.

Sh/e will build close working relationships with the programme team as well as consultants, advisers, and experts, and will establish, and maintain collaborative relationships with counterparts in government, multi-lateral and bilateral donor agencies and civil society to ensure the effective implementation of UNFPA's policies on Gender and human rights with the responsibility for leading the team in the CO and collaborating with all units in the organization.



**Sh/e would be responsible for:**

**A. Technical Support and Programming**

- Guide and facilitates the delivery of UNFPA-Government programme of cooperation in the fields of gender equality, women's empowerment and human rights. He/She ensures and guides the appropriate application of systems and procedures and develops enhancements if necessary.
- Oversees project implementation, establishing collaborative partnerships with executing agencies, government counterparts and other UN agencies to facilitate timely and efficient delivery of project inputs, and addressing training needs of project personnel.
- Supports the formulation and design of the country programme and its gender and rights component, including gender-based violence (GBV), in line with Government priorities and according to UNFPA programme policies and procedures;
- Actively participates in resource mobilization efforts of Country Office by preparing relevant documentation, i.e. project documents, donor profiles, and participating in donor meetings
- Analyze and interprets the political, social and economic environment and trends relevant to gender and rights and identifies strategic opportunities for UNFPA assistance and intervention.
- Keeps abreast of new policy development and strategies, national plans and development
- Support the formulation and design of the country programme and its component projects in line with Government priorities and in accordance with UNFPA programme policies and procedures frameworks and prepares briefs and inputs for policy dialogue and development frameworks in areas of gender and rights in line with to ICPD beyond 2019 Action Plan and the 2030 Development Agenda/SDGs.
- Establish linkages between existing Gender and other country programme components to ensure synergies between programmes and maximize programme impact.
- Supports the development of relevant advocacy and policy documents to address Gender Based Violence (GBV) issues through various key partners.
- Contributes to the integration of Gender and rights issues in the formulation and design, of national development plans and UNDAF framework, including joint programmes.
- Supports the achievement of programme results by ensuring appropriate policies and procedures are applied, and appropriate monitoring and oversight mechanisms and systems are established and implemented;
- Carries out any other responsibility given by the CO management.

**Qualifications and Experience:**

**Education:**

Advanced university degree in gender studies, health, population, demography and/or other related social science field.

**Knowledge and Experience:**



- A minimum of five years of relevant and increasingly responsible professional experience in evaluation of development, health and/or social programmes, with special focus on gender and gender-based violence (GBV).
- Experience in a rights-based approach in development programmes;
- Experience in project design, management, and monitoring;
- Familiarity with UN development programmes and working procedures, especially UNFPA policies and programming procedures, an asset;
- Field experience is a strong asset;
- Strong presentation, communication, and writing skills in French, and Arabic required.

**Languages:**

Fluency in French, Arabic and English is required.

**Required Competencies:**

<p><b>Values:</b></p> <ul style="list-style-type: none"> <li>• Exemplifying integrity,</li> <li>• Demonstrating commitment to UNFPA and the UN system,</li> <li>• Embracing cultural diversity,</li> <li>• Embracing change</li> </ul>	<p><b>Functional Competencies:</b></p> <ul style="list-style-type: none"> <li>• Advocacy/ Advancing a policy-oriented agenda</li> <li>• Leveraging the resources of national governments and partners/ building strategic alliances and partnerships</li> <li>• Delivering results-based programme</li> <li>• Internal and external communication and advocacy for results mobilisation</li> </ul>
<p><b>Core Competencies:</b></p> <ul style="list-style-type: none"> <li>• Achieving results,</li> <li>• Being accountable,</li> <li>• Developing and applying professional expertise/business acumen,</li> <li>• Thinking analytically and strategically,</li> <li>• Working in teams/managing ourselves and our relationships,</li> <li>• Communicating for impact</li> </ul>	<p><b>Managerial Competencies:</b></p> <ul style="list-style-type: none"> <li>• Providing strategic focus,</li> <li>• Engaging in internal/external partners and stakeholders,</li> <li>• Leading, developing and empowering people, creating a culture of performance</li> <li>• Making decisions and exercising judgment</li> </ul>

**Under UNFPA Work Life Environment:**

UNFPA provides a work environment that reflects the values of gender equality, teamwork, embracing diversity in all its forms, integrity and a healthy balance of work and life. We are committed to maintaining our balanced gender distribution and therefore encourage women to apply. UNFPA promotes equal opportunities for all including persons with disabilities.

**Disclaimer:**



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