



## Programme Analyst, Adolescents and Youth

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| <b>Job title:</b>                 | <b>Programme Analyst, Adolescents and Youth</b> |
| <b>Level:</b>                     | <b>NO-B</b>                                     |
| <b>Position Number:</b>           | <b>82815</b>                                    |
| <b>Location:</b>                  | <b>Kathmandu, Nepal</b>                         |
| <b>Full/Part time:</b>            | <b>Full-time</b>                                |
| <b>Fixed term/Temporary:</b>      | <b>Fixed term</b>                               |
| <b>Rotational/Non Rotational:</b> | <b>Non-rotational</b>                           |
| <b>Duration:</b>                  | <b>One year (renewable)*</b>                    |

### **The Position:**

The Programme Analyst, Adolescents and Youth contributes to UNFPA's work on adolescents and youth with a view to accelerating the achievement of the International Conference on Population and Development (ICPD) Programme of Action (PoA), the 2030 Agenda on Sustainable Development and other global, regional and national frameworks related to UNFPA's mandate and mission in Nepal.

S/he will provide technical advice and management support to UNFPA's programme on adolescents and youth. As a stand-alone as well as cross-cutting area of work, s/he will manage the policy and advocacy work of UNFPA on adolescent and youth with the concerned staff and management team and facilitate linkages with other relevant programmes and projects on sexual and reproductive health, gender equality and the empowerment of women and girls, and population dynamics.

You will report directly to the Population and Sustainable Development Policy Specialist.

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

UNFPA is the United Nations sexual and reproductive health agency, working for a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. UNFPA's strategic plan focuses on three transformative results: to end preventable maternal deaths; end unmet need for family planning; and end gender-based violence and harmful practices against women and girls.

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 uphold the values enshrined in the United Nations Charter and the



Universal Declaration of Human Rights, who are transparent, exceptional in how they manage the resources entrusted to them and who commit to deliver excellence in programme results.

### **Job Purpose**

The 2030 Agenda and the ICPD PoA represent frameworks that are committed to investing in young people and underscore the rights of adolescents and youth in development and the need to capitalize on the potential of adolescents and youth to contribute to positive social transformation.

Investing in young people, especially the vulnerable and the marginalized, is a priority for UNFPA Nepal. With a large adolescent and youth population, Nepal is experiencing a ‘youth bulge,’ presenting a unique opportunity for the country to reap its demographic dividend through increasing targeted investments in human capital development, particularly by addressing key development challenges Nepali youth face. This includes access to quality education and decent work, gender equality and social inclusion, youth friendly health services, and meaningful engagement in policymaking and planning processes – all of which are critical to realizing the full potential of young people in Nepal.

UNFPA has a long history of working on adolescent and youth issues in Nepal and works with the government and a range of partners to adopt a life-course approach, taking note of the context in which young people live and the barriers they face in exercising their rights. This approach builds on investments made in the past to obtain recognition for young people as positive agents of change, including in humanitarian action and in sustaining peace and security.

UNFPA supported interventions focus on intensifying evidence based advocacy, policy engagement and programme efforts to strengthen national and sub-national commitment to prioritize and invest in adolescents and youth, especially adolescent girls. UNFPA promotes youth leadership and participation to empower young people to play an active role in shaping the development agenda by supporting youth-led initiatives, and organizations that promote the equal participation of diverse groups of young people. UNFPA aims to strengthen young people’s skills and knowledge to make informed decisions about health and well-being. This includes support for adolescent friendly information corners in school and adolescent friendly health services that offer young people sexual and reproductive health information, counselling and services. It also includes support for the integration of comprehensive, gender-responsive sexuality education to reach young people both in and out of school. Attention is given to ensuring that young men and boys have opportunities to challenge harmful notions of masculinity and play a role in promoting gender equality. Other UNFPA supported interventions include the social and financial skills programme (*Rupantaran*) to out of school young people through multiple partners as part of a joint UN programme focused on ending child marriage.



Building on this experience, the Programme Analyst is responsible for providing technical and policy support to strategically position the rights and needs of adolescents and youth front-and-centre of sustainable development efforts, by ensuring their rights and needs are integrated into national and provincial policies, development plans and frameworks with the full participation of adolescents and youth in the process. S/he will advance efforts related to the implementation of Security Council Resolution 2250 on Youth, Peace and Security and support resilience building. S/he will support partnership building to leverage financial and technical resources in the area of adolescents and youth for the accelerated achievement of UNFPA's transformative programme goals. S/he will manage projects and activities that focus on building an understanding and knowledge of the conditions facing vulnerable and marginalized young people; policy and advocacy efforts to promote greater investments in young people, particularly adolescent girls, as a development priority; and supporting for youth-led organizations to enhance youth leadership in policymaking and programming.

S/he will also promote greater coherence and synergy among the adolescent and youth policy and programme activities managed under the other thematic teams and at sub-national level in UNFPA. This includes liaising with the relevant UNFPA staff responsible for leading the interventions on adolescent friendly information corners in schools and adolescent friendly health services (managed under the Sexual and Reproductive Health programme); gender based violence, harmful practices and comprehensive sexuality education (under the Gender Equality programme); data and analysis (under the Population and Development programme); and humanitarian action with the Humanitarian Team.

**You will be responsible for:**

**A. Policy Dialogue and Technical Leadership:**

- Establishes the positioning of UNFPA on adolescent and youth within the broader national and sub-national development and humanitarian agendas vis-à-vis other partners.
- Provides technical expertise to the formulation, review, implementation and monitoring of policies, guidelines and protocols and programmes at national and sub-national level as they relate to adolescent and youth rights, and their needs, leadership and participation in development and humanitarian efforts, youth peace and security, as well as young people's overall health and well-being, ensuring alignment with global norms and standards.
- Keeps abreast of policy and legal developments that affect adolescents and youth, and prepares analysis on potential impacts to UNFPA's ability to achieve the UNFPA transformative results.
- Contributes to policy dialogue with Government, civil society, UN agencies and development partners to promote a deeper understanding of the barriers young people face including intersecting forms of discrimination and incorporates the rights of



adolescents and youth into national and sub-national policies, plans and programmes and within UN system wide initiatives.

- Supports youth engagement platforms and networks and builds alliances for policy dialogue and advocacy; and facilitates greater synergy among the development, humanitarian and peace-related actors and programmes towards enhancing resilience for sustainable development.
- Participates in technical fora of Government, civil society and academic institutions as well as of other technical agencies and development partners on issues relating to adolescents and youth.
- Keeps abreast of state-of-the-art thinking and research and ensures its integration into UNFPA's adolescents and youth portfolio, incorporating an intersectionality lens and an integrated approach across all other thematic areas of UNFPA's work to ensure inclusive programming that takes into consideration intersecting identities such as caste, class, race, gender, sexuality and other individual characteristics to reach adolescents and youth that are furthest behind.
- Contributes to the CEDAW, CRC and UPR reporting processes in the country through the provision of data and analyses from an adolescent and youth perspective to ensure issues relating to the ICPD PoA are addressed and the interlinkages between adolescent and youth, gender equality, human's rights and reproductive rights are addressed in the reports.

#### **B. Programme Management and Coordination:**

- Contributes to the formulation of the UNFPA country programme, ensuring that selected interventions position UNFPA as a thought leader in the area of adolescents and youth development.
- Leads in the formulation of gender responsive, rights based, inclusive programmes on adolescents and youth in line with Government priorities and UNFPA's mandate in Nepal.
- Leads and manages interventions focused on policy advocacy and youth engagement under the adolescents and youth component of the country programme including work plan development and efficient delivery of programme interventions, ensuring a rights-based approach.
- Conducts results-based monitoring and reporting of the adolescent and youth projects; and undertakes regular monitoring visits as well as joint visits with the other relevant staff, implementing partners and interested parties, as needed.
- Contributes to the development of humanitarian preparedness and response interventions, by ensuring the needs of adolescents and youth are addressed and their active engagement in the process is solicited, particularly of those most marginalized.
- Leads UNFPA's engagement in the UN inter-agency Youth Working Group (presently co-led by UNFPA and UNICEF), ensuring consultations with diverse stakeholders to discuss youth concerns, knowledge sharing, and the integration of youth issues in the UN system wide country assessments, frameworks and programmes.



- Facilitates the roll out of the global UN Youth Strategy in Nepal under the UN inter-agency Youth Working Group, including strengthening the knowledge and evidence base on young people, promoting youth-focused programming and youth-led action.
- Promotes inter-linkages and synergies among the UNFPA supported adolescent and youth interventions across the different thematic areas of UNFPA work on sexual and reproductive health, gender equality, and population and development to maximize impact.

### **C. Advocacy and Resource Mobilization:**

- Identifies opportunities and provides substantive input to position adolescent and youth development within broader development frameworks as part of UNFPA's efforts to support the achievement of the ICPD PoA and the 2030 Agenda, including in national and sub-national conferences, fora, policy roundtables, and supports UNFPA's engagement.
- Analyzes and interprets the political, social, legal and economic environment and trends relevant to adolescents and youth and identifies strategic opportunities for UNFPA assistance, intervention and partnerships.
- Supports policy and advocacy efforts for increases in national/state budgetary allocations and expenditures for adolescents and youth to leverage financing for the ICPD agenda and to ensure sustainability of interventions.
- Contributes technical inputs to communications materials advocating for the realization of rights and needs of adolescents and youth as essential for achieving sustainable development.
- Provides inputs to content for visibility of UNFPA's work and achievements on adolescents and youth, including for development of briefs, reports and social media.
- Contributes to resource mobilization efforts, including through identifying potential funding and leveraging opportunities, from both domestic and external sources.
- Develops proposals for funding that are innovative and demonstrate potential for high impact and UNFPA's comparative substantive role.

### **D. Knowledge Management**

- Provides technical and programmatic support for research on adolescent and youth issues, and identifies, documents, and disseminates lessons learned and best practices, in realizing the rights and needs of adolescent and youth, including in context of humanitarian action and sustaining peace and security.
- Contributes to communities of practice and knowledge platforms to share key research, data and information related to adolescents and youth, including in the context of humanitarian action and sustaining peace and security.



- Participates in communities of practice related to adolescent and youth and shares new approaches and tools with concerned staff and partners.

Carry out any other duties as may be required by UNFPA leadership.

### **Qualifications and Experience**

#### **Education:**

Advanced degree in Development Studies, Political Science, Sociology, Gender Studies and/or other related social science discipline.

#### **Knowledge and Experience:**

- At least two years of professional experience in managing adolescent and youth programmes.
- Technical expertise in adolescents and youth development and participation.
- Strong understanding of gender equality and social inclusion dimensions in policy and programme formulation, implementation and monitoring.
- Ability to communicate and engage with adolescents and youth and the ability to clearly articulate technical and/or complex issues to different audiences.
- Demonstrated ability to network within the development sector, including with youth networks.
- Demonstrated experience in coordination and liaison with government counterparts, NGOs, UN agencies, private sector, development partners and CBOs.
- Strong writing and presentation skills.
- Skills in Internet and Microsoft Office software (Word, Power Point) use.
- Leadership and coordination experience, with demonstrated political acumen and negotiation skills is an asset.
- Experience in the youth, peace and security agenda is an asset.
- Working experience in humanitarian settings is an asset.

#### **Languages:**

Fluency in English and Nepali (both oral and written) is required. Other UN languages are an asset.



## Required Competencies

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| <b>Values:</b> <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>   | <b>Functional Competencies:</b> <ul style="list-style-type: none"><li>• Conceptual innovation in the provision of technical expertise;</li><li>• Leveraging the resources of national governments and partners;</li><li>• Building strategic alliances and partnerships;</li><li>• Adaptation/application of knowledge in different contexts;</li><li>• Job knowledge/technical expertise; and</li><li>• Integration in a multidisciplinary environment.</li></ul> |
| <b>Core Competencies:</b> <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> |  |

## Compensation and Benefits

This position offers an attractive remuneration package including a competitive net salary plus annual leave, health insurance and other benefits as applicable.

*\*No expectancy of renewal in accordance with UN Staff Regulations 4.5*

## Disclaimer

UNFPA does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process. Fraudulent notices, letters or offers may be submitted to the UNFPA fraud hotline <http://www.unfpa.org/help/hotline.cfm>