Job title:	**Programme Specialist, Sexual and Reproductive Health (SRH)**
Level:	**NOC**
Position Number:	**218030**
Location:	**Accra, Ghana**
Full/Part time:	**Full-Time**
Fixed term/Temporary:	**Fixed Term**
Rotational/Non-Rotational:	**Non-Rotational**
Duration:	**One year (renewable)**

The Position:

The Programme Specialist, Sexual and Reproductive Health (SRH) plays a leadership role in coordinating and managing comprehensive programmes on sexual and reproductive health and rights more broadly; including maternal health, family planning, humanitarian emergencies, etc. while integrating human rights and disability inclusion in the work of UNFPA Ghana Country Office so as to substantively drive effective achievements of UNFPA programmes in peace, development and humanitarian contexts.

Under overall supervision of the Representative, the Programme Specialist Sexual and Reproductive Health (SRH) will be directly supervised by and report to the Deputy Representative. You will lead the SRH team and collaborate with the Country Office's operations and administrative support staff.

How you can make a difference:

UNFPA is the lead UN agency working to deliver a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. UNFPA strives to find solutions to the problems that humanity faces today. Working along critical pathways, the action will accelerate the fulfillment of unmet needs for family planning, end preventable maternal deaths, and end gender-based violence and harmful practices. UNFPA's new strategic plan (2022-2025) that leads to 2030 and together with other emerging trends and new and expanded priorities add to UNFPA's longstanding commitments, in a changing context of "how we work.". Yet every step continues to be guided by the ICPD Programme of Action, the 2030 Sustainable Development Goals and Compact of the Future.

In a world where fundamental human rights are at risk, we need principled and ethical staff, who embody 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:

Working within a complex country context, the Programme Specialist, SRH will oversee work of the Sexual and Reproductive Health Unit and ensure the effective leadership and management of UNFPA interventions covering: reproductive health commodity security; family planning; maternal health including emergency obstetrics and newborn care and midwifery; and humanitarian emergency while integrating human rights, disability inclusion and focus on other marginalized groups as they

relate to advancing sexual and reproductive health and rights and the ICPD agenda more generally, and aligning with UNFPA Ghana Country Programme Documents; UN Sustainable Development Cooperation Frameworks and national and sectoral development priorities and plans as they are developed.

The Programme Specialist works in an integrated, coordinated, and rights-based manner which is fundamental to UNFPA's overall strategy; with the aim to enhance the capacity of the Country Program to deliver results in peace, development and humanitarian contexts.

As a Programme Specialist, SRH, you will (1) advance policy dialogue and thought leadership; (2) support national capacity development; (3) lead advocacy, partnerships and mobilise resources; (4) coordinate and manage programmes; (5) supervise and manage performance of teams/staff in the unit and (6) support knowledge management on SRH more broadly and specifically on RHCS; family planning; maternal health including emergency obstetrics and newborn care, midwifery and obstetrics fistula; humanitarian emergencies, etc.

You would be responsible for:

A. Policy Dialogue and Thought Leadership

- Analyzing, interpreting and preparing briefing notes on the political, economic, socio-cultural, technological, environmental and legal issues that relate to SRH and humanitarian emergencies; analyse the implications for the work of UNFPA and translate knowledge gained from programming into policy recommendations
- Assessing trends, threats and risks that affect SRH and humanitarian needs/emergencies and negatively impact on the achievement of the ICPD agenda, while identifying opportunities and advancing strategic approaches to respond to the trends through UNFPA assistance and intervention.
- Engaging in policy dialogue with key government ministries, departments and agencies, UN system and other development partners' fora to address SRH and humanitarian issues in policies, strategies and plans; in UN system wide initiatives and frameworks and development priorities of partners.
- Representing UNFPA in relevant technical fora of government, development partners, UN, civil society and academic institutions as well as of other technical agencies and partners on issues of SRH and humanitarian emergencies; as required.
- Actively participating in relevant sectoral coordination and development partners working groups and consultative processes, as needed.
- Providing vision, direction and technical guidance to the positioning of SRH and humanitarian emergencies at the national, regional and local level, including in policies, strategies, plans and programmes in the peace, development and humanitarian contexts.
- Ensuring state-of-the-art thinking and research is integrated within UNFPA's SRH and humanitarian emergencies, in an integrated approach across all other thematic areas of work of UNFPA.
- Leads UNFPA's contributions to maternal mortality estimation, integrating maternal health in Universal Periodic Report, reporting processes in the country to ensure issues relating to the ICPD Programme of Action (PoA) are addressed and the interlinkages between SRH, gender equality and inclusion and reproductive rights are established and reflected in such reports.

B. National Capacity Development

- Ensuring that capacity building on issues pertaining to programme management and advocacy towards ICPD goals occurs among programme staff, counterpart government institutions and CSOs on issues pertaining to SRH and humanitarian emergencies.

- In all activities, working as part of the interdisciplinary CO team and provide high quality integrated technical, operational, programme and communications support to the CO management and other programme units
- Contributing to capacity development activities in SRH for UNFPA staff and UNFPA implementing partners.
- Continually developing capacity of women and girls and vulnerable groups, women-led and women-focused and youth-led and youth-focused organisations for voice and meaningful participation in policy and decision making structures and processes, and for quality implementation of SRH and humanitarian programmes
- Creating substantive knowledge on SRH and humanitarian in the country, assess technical assistance needs in these areas and advise on the suitability of programmes and related interventions to meet these needs.

C. Advocacy, Partnerships and resources mobilization

- Actively seeking and maintaining strategic partnerships and collaboration within the UN and with external counterparts, including research institutions, think tanks, universities and development partners for technical collaboration, resource mobilization, advocacy and knowledge sharing in the area of SRH and humanitarian emergencies.
- Advocating for the voice, representation and participation/inclusion of women and girls and youth in the governance and decision making structures and decision making processes in relevant key sectors and institutions at the national and sub-national levels;
- Promoting awareness of the critical role of the ICPD PoA, and related global and regional commitments for the achievement of Agenda 2030 in high-level meetings, conferences and other fora.
- Actively promoting, nurturing and participating in relevant networks and coalitions focusing on SRH and humanitarian emergencies.
- Scanning donors' environment and mapping their presence and interest in the country to support the CO management in resource mobilization and leveraging; and leading the SRH Unit to prepare concept notes and write proposals, map donor profiles and prepare project briefs, while ensuring quality reporting and timely submission of corporate reports to UN system, UNFPA, the Government and donors as appropriate.
- Leading in the management of the mobilized resources for the SRH programmes, ensuring proper utilization of funds, and quality implementation
- Advocates for increases in national and sub-national budgetary allocations and expenditures for SRH to leverage financing for the ICPD agenda and to ensure the sustainability of interventions.

D. Programme Management and Coordination

- In collaboration with Government counterparts, NGOs and other partners, providing substantive leadership and inputs into the design and formulation of the Country Programme and its component on SRH and humanitarian emergencies;
- Translating UNFPA's mandate and strategic priorities into national, regional and local interventions in line with Government priorities and according to UNFPA programme policies and procedures.
- Introducing results from programme reviews and evaluations, best practices, as well as innovative strategies, approaches and policies into the formulation of interventions on SRH and humanitarian emergencies
- Providing leadership in the management of implementing partners for programmes on SRH and leading programme implementation, while guiding and orienting executing agencies, related partners and personnel and introducing effective modalities and best practices of implementation.

- Participating actively in relevant Joint UN Teams and inter-agency working groups and ensuring contribution and alignment of UNFPA programmes with relevant UN joint programming initiatives.
- Ensuring results-based planning, monitoring and reporting under the SRH Unit/portfolio.
- Preparing and managing programme and project budgets, monitoring programme expenditures and disbursements to ensure delivery is in line with approved programme budgets and to realize targeted delivery levels.
- Being accountable for financial resources allocated to the SRH and Humanitarian Unit; carrying out budget projections, closely monitoring expenditures, conducting regular budget reviews and analysing related financial reports; while ensuring compliance with UNFPA norms and procedures for the utilization of funds.
- Promoting the use of state-of-the-art technical knowledge, evidence, lessons learned, and success stories and ensuring their use to improve the effectiveness of UNFPA support to programme interventions.

E. Supervision and performance management

- Leading the SRH and Humanitarian Team and ensuring a high standard of staff management within the team using a participatory style.
- Supervising, mentoring and coaching team members in order to strengthen or further develop their capacity. This includes the implementation of the UNFPA performance management system for his/her direct reports
- Managing programme and support staff, supervising consultants and facilitating working groups and task teams, as needed. Ensuring that regular team meetings take place, with their outcomes and resolutions properly recorded.
- Exchanging relevant information and maintaining an open line of communication with colleagues and his/her supervisor to ensure that synergies across sections and units, and programming activities are obtained.
- Actively participating in CO and programme unit team meetings.

F. Knowledge Management

- Ensuring the creation and documentation of knowledge about current and emerging on SRH and Humanitarian Emergencies, by the programme team through the analysis of programme, projects, strategies, approaches and ongoing experience for lessons learned, best practices, and uses this knowledge for information sharing and planning future strategies.
- In collaboration with the M&E Specialist, ensuring timely preparation and submission of respective reports under the SRH and Humanitarian Unit.
- Contributing to programme reviews and evaluations, and documentation of lessons learned and best practices related to UNFPA's work on SRH and Humanitarian Emergencies.
- Identifying and participating in communities of practice related to SRH and Humanitarian Emergencies and sharing new approaches with UNFPA staff and partners.

Performing any other duties as assigned by the supervisor and senior management from time to time in consultation with the Representative

Qualifications and Experience:

Education:

Master degree in medical or social science field; public health, social science, development studies demography, and related disciplines

Knowledge and Experience:

- Seven years of increasingly responsible professional experience at the team/unit leadership, advisory/managerial level in managing gender and/or human rights programmes.
- Demonstrable technical expertise in SRH and humanitarian emergencies.
- Strong understanding of women's reproductive health and reproductive rights issues in policy and programme formulation, implementation and monitoring.
- Proven experience in coordinating/managing a team of staff, experts and consultants.
- Familiarity in communicating in a clear and articulated manner, technical and/or complex issues to different types of audiences.
- Demonstrated ability to write winning proposals and mobilization of resources.
- Demonstrated experience in networking, coordination and liaison with government counterparts, NGOs, UN agencies, private sector, development partners and CBOs.
- Possess excellent interpersonal, negotiating, intercultural communication skills, and political acumen.
- Ability to work independently and in culturally diverse teams.
- Field experience is an asset.
- Prior experience in the UN system or with bilateral agencies is an asset.
- Experience using Microsoft Office software packages, Cloud applications, like Google Suite, and web-based ERP management systems, such as, the Oracle, Quantum, QuantumPlus, Quantum PowerBI, etc.
- Demonstrated experience in working successfully as a member of a multidisciplinary team.

Languages:

Fluency in English; knowledge of other official UN languages, preferably French and/or Spanish, is desirable.

Required Competencies:

Values: • Exemplifying integrity, • Demonstrating commitment to UNFPA and the UN system, • Embracing cultural diversity, • Embracing change	**Functional Competencies:** ● Advocacy/ Advancing a policy-oriented agenda ● Leveraging the resources of national governments and partners/ building strategic alliances and partnerships ● Delivering results-based programme ● Internal and external communication and advocacy for results mobilisation
Core Competencies: • Achieving results, • Being accountable, • Developing and applying professional expertise/business acumen, • Thinking analytically and strategically, • Working in teams/managing ourselves and our relationships, • Communicating for impact	**Managerial Competencies:** ● Providing strategic focus, ● Engaging in internal/external partners and stakeholders, ● Leading, developing and empowering people, creating a culture of performance ● Making decisions and exercising judgment

UNFPA Work Environment:

UNFPA provides a work environment that reflects the values of gender equality, diversity, integrity and healthy work-life balance. We are committed to ensuring gender parity in the organization and therefore encourage women to apply. Individuals from the LGBTQIA+ community, minority ethnic groups, indigenous populations, persons with disabilities, and other underrepresented groups are highly

encouraged to apply. UNFPA promotes equal opportunities in terms of appointment, training, compensation and selection for all regardless of personal characteristics and dimensions of diversity. Diversity, Equity and Inclusion is at the heart of UNFPA's workforce - click here to learn more.

Disclaimer:

Selection and appointment may be subject to background and reference checks, medical clearance, visa issuance and other administrative requirements.

UNFPA does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process and does not concern itself with information on applicants' bank accounts.

Applicants for positions in the international Professional and higher categories, who hold permanent resident status in a country other than their country of nationality, may be required to renounce such status upon their appointment.