



## Programme Analyst

<b>Job title:</b>	<b>Programme Analyst, P&amp;D</b>
<b>Level:</b>	<b>NO-B</b>
<b>Position Number:</b>	<b>218043</b>
<b>Location:</b>	<b>Accra, Ghana</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, Population and Development, leads UNFPA's work in population data and population dynamics to offer policy insights into how demographic changes shape social, economic and environmental development; inform economic and development planning including setting of targets and financing; and help accelerate achievement of the International Conference on Population and Development (ICPD) Programme of Action (PoA) and Agenda 2030 for Sustainable Development. Population dynamics plays an important role in determining pathways to sustainable development, making it a critical factor in formulating and implementing development strategies, policies and programmes. Strong data systems enable countries to track and address inequalities and target their investments at national, regional and local level.

You will report to the UNFPA Deputy Representative.

### How you can make a difference:

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, ending preventable maternal deaths, and ending gender-based violence and harmful practices. UNFPA's new strategic plan (2022-2025), leads to 2030 and the achievement of universal access to sexual and reproductive health and reproductive rights. Emerging trends inform the plan, new and expanded priorities add to longstanding commitments, and "how we work" is changing. Yet every step continues to be guided by the ICPD Programme of Action and the 2030 Sustainable Development Goals.

In Ghana, UNFPA has started implementing its new five-year 8th Country Programme 2023-2027. The 8th CP aligns well with national, regional and global priorities including aligning with the UNFPA strategic plan, 2022 – 2025, that seeks to accelerate the reduction of preventable maternal death, unmet need for family planning, and gender-based violence and harmful practices. It fits within two of the three pillars of the United Nations Sustainable Development Cooperation Framework (UNSDCF), 2022 – 2025, namely: equitable access to social services and promoting a peaceful Ghana. In addition, the country programme aligns to the ICPD Programme of Action, the national voluntary commitment made by the Government at the Nairobi Summit on the 25th anniversary of ICPD (ICPD+25), and the Sustainable Development Goals (SDGs). Overall, the country programme contributes to



national priorities, including creating a wealthy, inclusive, sustainable, equitable, resilient, healthy and disciplined society, encapsulated in the President's vision of "Ghana Beyond Aid".

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:**

Ghana is fully committed to the achievement of the Sustainable Development Goals (SDGs). The projected demographic changes up to 2030 will have important implications for development and progress towards achieving the SDGs. It is essential for all countries to map population characteristics and needs and to understand how demographic shifts, such as status and trends in population growth, youth dividend, urbanization, migration, population aging, household structures and family life, will shape social, economic and environmental development.

The way in which population trends are likely to interact with other factors in enabling or hindering the achievement of the SDGs needs to be considered. Looking ahead, the inter-relationship between economic and human development, social and environmental challenges and projected demographic trends will need to be taken into account in formulating sustained economic and social development policies and plans.

You will lead the UNFPA's efforts in promoting the inter-linkages between the ICPD mandate and the 2030 Agenda, engaging in policy dialogue and development planning, and drawing on rights-based and gender-responsive demographic analysis. Working closely with the UNFPA thematic teams and Communications/Knowledge Management team as well as the UNFPA sub-office, S/He will play a critical role in ensuring coordinated advocacy to reflect the ICPD agenda in national and regional development and sectoral policies and plans. In collaboration with the UNFPA M&E team, you will ensure population data and trends analysis inform UNFPA and its partners in their policy and programme interventions in order to accelerate progress towards the achievement of the ICPD PoA and the 2030 Agenda for Sustainable Development.

You will support UNFPA CO work on integration of population dynamics in development policy and planning; promoting the generation, availability and use of data for decision making including support to surveys and databases; supporting research that provide evidence for the 8th CP implementation and advocacy in partnership with academia and Ghana Statistical Services. You will also support work of the CO on databases: CRVS, PWDS, GBVIMS, HMIS.



You will ensure interlinkages of the population and development work with other UNFPA supported programme areas, such as, sexual and reproductive health and gender equality and women's empowerment, in development.

You will oversee and advance the integration of UNFPA's work on strengthening national population data systems as well as enabling youth engagement in development processes including under the UNFPA mandated areas of work and will supervise the concerned staff.

### **You would be responsible for:**

#### **A. Policy Dialogue and Technical Support**

- Conduct regular scanning of the political, socio-economic and development environment at national and sub-national levels, to identify opportunities and challenges for the achievement of the ICPD agenda and the SDGs.
- Facilitate policy dialogue on emerging population and development issues and the interlinkages between the ICPD and SDG agendas, with the Government, civil society, development partners at all levels in collaboration with relevant UNFPA staff.
- Translate data and analyses into policy briefs to support evidence-based policy-making, elevate advocacy and communication efforts, and guide programme and humanitarian responses for the achievement of ICPD agenda and the SDGs.
- Facilitate and/or generates analyses on demographic megatrends and how they interact with social, economic and environmental challenges to inform economic and development planning including the setting of targets and financing in pursuit of sustainable development and leaving no one behind.
- Identify entry points for UNFPA to advance the ICPD agenda and leverage resources for the lagging indicators, working in collaboration with concerned UNFPA staff.
- Identify opportunities for strategic partnerships to leverage political, technical and financial support for the accelerated achievement of the ICPD PoA.

#### **B. Technical Leadership on Population and Development**

- Provide technical guidance on population and development trends and facilitates building data use and analytical capacities to forecast population dynamics and integration of demographic trends in development strategies, policies and plans.
- Promote use of analytic methods and tools to track and address inequalities, target investments, and monitor impact in pursuit of the unfinished business of the ICPD PoA.
- Collaborate with a range of actors and serve as a bridge between data users, methodological and substantive innovators, and data producers and contribute to building national and sub-national capacities to generate usable information for development planning, coordinated risk reduction and humanitarian action.

- Develop strategic partnerships to leverage the resources of government institutions, think-tanks, and academic institutions for achievement of the ICPD and SDG agendas.
- Coordinate analysis, drawing on quantitative and qualitative socio-economic and demographic data, including analysis of socio-economic and demographic surveys, to inform UNFPA's evidence-based advocacy, policy guidance and programming.
- Lead UNFPA's support for Ghana's reporting on progress towards achievement of the ICPD PoA and Agenda 2030, including inputs for National Reports.
- Participate in UN system wide and development partners' discussions on Agenda 2030 and represents UNFPA in interagency meetings, ensuring effective cooperation.

### **C. Programme Management and Coordination**

- Lead the formulation of the population and development component of the UNFPA supported country programme, ensuring the selected interventions position UNFPA as a thought leader in population dynamics and its links with Agenda 2030.
- Provide leadership in the management and oversight of the population and development component, including activities related to population dynamics, data systems and use as well as the adolescent and youth programme component, ensuring synergies with all other relevant thematic programmes areas of UNFPA.
- Apply results-based management in programme planning, implementation and monitoring in the area of population dynamics, including development of work plans, ensuring timely and high quality reporting, as needed.
- Contribute to strategic positioning of the ICPD agenda and UNFPA's work in the context of UN programming and development frameworks, including in joint assessments and analyses, programme management, monitoring and reporting.
- Establish close working relationships with implementing partners, experts, government counterparts and other UN agencies in the design and timely/efficient delivery of programme interventions, with a strong focus on harnessing the demographic dividend in line with UNFPA's strategic plan and country programme and promotion of approaches that are grounded in gender equality and social inclusion.
- Contribute to resource mobilization efforts in the area of population dynamics by proposing innovative projects and developing funding proposals.
- Collaborate with other thematic programme areas and the provincial teams to identify emerging issues, knowledge gaps and potential areas for research and analysis.
- Adapt training materials, manuals and tools in population and development to the national and sub-national contexts and ensure their use for capacity building.
- Lead and/or contribute to training activities in population and development for capacity building of UNFPA staff and partners at all levels.



- Supervise programme and support staff and consultants and facilitates working groups and task teams related to the core areas of work, as needed.

**D. Knowledge Management**

- Lead the analysis and synthesis of population dynamics and their implications for policy and development planning in the country and pursue research activities to address information gaps and produce new, cutting edge technical knowledge.
- Contribute to the documentation of lessons learned and best practice related to UNFPA's work on population and development.
- Identify and participate in communities of practice related to population and development and share new approaches with UNFPA staff and partners.

Any other duties as assigned by the supervisor from time to time in consultation with the management.

**Qualifications and Experience:**

**Education:**

- Master's degree in Population Studies, Demography, Economic Development, Political Science, Public Policy, International Relations and/or other related disciplines.

**Knowledge and Experience:**

- Two years of increasingly responsible professional experience in the field of population dynamics or a related discipline.
- Experience in policy advocacy and upstream engagements with good understanding of development planning, policy-making, financing and governance processes.
- Experience in programme management including designing and managing complex multi-disciplinary projects, and liaising with a diverse range of partners.
- Strong track record of technical leadership, and proven ability to produce analysis with policy outcomes.
- Knowledgeable of the 2030 Agenda for Sustainable Development and the ICPD Programme of Action, with a good understanding of human rights, gender equality and social inclusion dimensions for integration in policy and programming efforts.
- Excellent writing skills and ability to make compelling oral presentations and produce high quality analytical documents and proposals.
- Demonstrated ability to network within the development community.
- Experience with statistical software (SPSS, Stata, R etc.) and geospatial software (ArcGIS, QGIS etc.) 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 is desirable.

### Required Competencies:

<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>• 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 programmes</li> <li>• Internal and external communication and advocacy for results mobilisation</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>	<b>Managerial Competencies:</b> <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>

### 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.