



Job title:	Programme Analyst, Gender and Youth
Level:	NOB
Job ID:	34660
Location:	Ashgabat, Turkmenistan
Full/Part time:	Full-time
Fixed term/Temporary:	Fixed-term
Rotational/Non Rotational:	Non-rotational
Duration:	One year, renewable

The Position:

The Programme Analyst, Gender and Youth is located in the UNFPA Turkmenistan Country Office (CO) and reports to the Head of Office. Under the overall guidance and direct supervision of the Head of Office, the Programme Analyst on Gender and Youth substantively contributes to the effective management of UNFPA programmes in the area of gender equality, and youth development and engagement.

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 three transformative results by 2030 consists of: ending preventable maternal deaths; ending unmet need for family planning and; ending 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:

The Programme Analyst substantively contributes to the effective management of UNFPA programmes in the areas of gender and youth and is responsible for managing the country programme's gender equality and youth portfolios. S/he analyses and assesses relevant political, social and economic trends and provides substantive inputs to project formulation and evaluation, joint programming initiatives and national development frameworks. The Programme Analyst on Gender and Youth guides and facilitates the delivery of UNFPA's programmes by monitoring results achieved during implementation. S/he ensures and guides the appropriate application of systems and procedures and develops enhancements if necessary.

You would be responsible for:

- In collaboration with the UNFPA Regional Office, government counterparts, NGOs and other partners, contributes substantively to the design of the country programme and its programme components in the area of Gender and Youth, in line with government development priorities and according to UNFPA programme policies and procedures, and the 2030 Development Agenda. Ensures quality of programme design incorporating lessons learned, newly developed policies and good practices and establishes appropriate implementation and monitoring mechanisms and systems. In collaboration with government counterparts, NGOs and other partners, contributes to the implementation and monitoring of the ongoing Country Programme;



- Analyses and interprets the political and socio-economic environment relevant to gender equality and equity, gender related social norms, women`s empowerment, male engagement, youth development and engagement, and identifies opportunities for UNFPA assistance and intervention;
- Stays abreast of new policy developments and strategies analyzing policy papers, strategy documents, national plans and development frameworks, and prepares briefs and inputs for policy dialogue, technical assistance coordination, and development frameworks;
- Expedites and coordinates programme implementation establishing collaborative relationships with executing agencies, experts, government counterparts and other UN agencies facilitating timely and efficient delivery of project inputs and addressing training needs of project personnel;
- Analyses and reports on programme and projects progress in terms of achieving results, using existing monitoring and evaluation tools and introducing new mechanisms and systems where necessary; identifies constraints and resource deficiencies and recommends corrective actions. Monitors projects expenditures and disbursements to ensure delivery is in line with approved project budgets and to realize targeted delivery levels;
- Helps create and document knowledge about trends in the areas of gender and human rights by analyzing programme, projects, strategies, approaches and ongoing experience for lessons learned, best practices, and shares with management for use in knowledge sharing and planning future strategies;
- Contributes substantially to advocacy and resource mobilization efforts of the Country Office by preparing relevant documentation, i.e. project summaries, conference papers, speeches, donor profiles, and participating in donor meetings and public information events;
- Act as an active member of the UN Human Rights, Gender and Youth Theme Group to advocate for issues within the UNFPA mandate, develop strategic partnerships with UN agencies in order to enhance UN coordination, and strengthen the overall UN agencies` performance on gender equality by mainstreaming gender into all key policies and programmes;
- Develops strategic partnerships, maintains networks and close linkages with relevant government stakeholders, international organizations, donors, key policy makers, women and youth organizations, educators, donor community, research institutions;
- Performs other duties as assigned by the UNFPA Head of Office.



Qualifications and Experience

Education:

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

Knowledge and Experience:

- Two years of relevant professional experience in programme/ project management preferably in the public sector, international organizations or with non-governmental organizations in the area of gender and youth programmes are considered an advantage.
- Experience in monitoring and evaluation of gender, youth and human rights programmes
- Proven ability to advocate for and advance a policy-oriented agenda
- Proven track record, practical experience and knowledge in promoting gender and rights issues
- Familiarity with UN procedures and working methods, particularly with UNFPA agenda, policies and procedures is a plus

Languages:

Fluency in oral and written English, Russian and Turkmen is required.

Required Competencies

Values: <ul style="list-style-type: none">• Exemplifying integrity,• Demonstrating commitment to UNFPA and the UN system,• Embracing cultural diversity,• Embracing change	Functional Competencies: <ul style="list-style-type: none">• Advocacy/ Advancing a policy-oriented agenda• Leveraging the resources of national governments and partners/ building strategic alliances and partnerships• Delivering results-based programmes• Internal and external communication and advocacy for results mobilization
Core Competencies: <ul style="list-style-type: none">• 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	

Compensation and Benefits

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

Disclaimer

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