



**United Nations Population Fund (UNFPA) is pleased to re-announce the following vacancy:**

**VACANCY NO:** VA-CO-2021-09-05  
**OPENING DATE:** 14-Sep-2021  
**CLOSING DATE:** 28-Sep-2021  
**POST TITLE:** Program Coordinator Integrated SRHR/GBV Spotlight Initiative  
**NUMBER OF POSITION:** 1 (One)  
**CATEGORY:** Service Contract (SB5)  
**DUTY STATION:** Kabul – Afghanistan  
**DURATION:** One year (with possible extension)

**Note: Those candidates, who have already applied for this post, may apply again.**

### **Background:**

Gender-based violence (GBV), especially Violence Against Women and Girls (VAWG), is pervasive throughout Afghanistan – with diverse manifestations in different parts of the country. Violence against women is widespread and deep-rooted as well as acute. However, for many women in Afghanistan, violence begins from childhood and extends throughout their entire life.

GBV is a serious human right and public health issue that cuts across ethnic, cultural, religious, age and class divides. The prevalence of GBV remains high in Afghanistan, with most GBV cases concealed and driven by socio-cultural beliefs, values and practices. According to 2008 global right study of 4,700 households in 16 provinces of Afghanistan, 87.2 percent of women experienced at least one form of physical, sexual or psychological violence or forced marriage. The majority of respondents reporting exposure to violence, at 62.0 percent, experienced it in multiple forms. Overall, 17.2 percent of women reported sexual violence and 11.2 percent reported experiencing rape. About 52.4 percent of the respondents reported that they were subjected to physical violence. 40percent of girls are married between ages 10 and 13. Family members subjected the majority of women to violence, with husbands and mothers-in-law most often mentioned as perpetrators. Many other factors collude to drive GBV in Afghanistan.

According to the 2015 Afghanistan Demographic Health Survey, 52 percent of ever-married women have suffered from spousal violence, whether it be 46 percent from physical violence, six percent from sexual violence and 34 percent from emotional violence, while 53 percent of them have experienced physical violence since the age of 15. The survey also indicates that 16 percent of women aged 15-49 reported experiencing violence during pregnancy. 80 percent of ever-married women and 72 percent of ever-married men believed that a husband is justified in beating his wife under certain circumstances.

The European Union (EU) and the UN are embarking on a new multi-year programme, called the 'Spotlight

Initiative,' which is focused on eliminating violence against women and girls (VAWG) and harmful practices (HP). In a focused set of countries, the Spotlight Initiative will deploy targeted, large-scale investments to improve the rights of women and girls, helping them to live lives free of violence.

The Spotlight regional and multi country programme aims at adding value, maximizing investment, and contributing to the scale, sustainability, visibility, lessons learnt and replication of programming to prevent and address intimate partner violence throughout the Pacific region.

UNFPA is a recipient UN agency (RUNO) within the Spotlight Country Program. UN Women, UNDP and UNICEF are also recipient UN organizations (RUNOs) that will jointly implement resources and provide technical assistance for the implementation of these programmes. Intergovernmental organizations, regional networks of CSOs and other regional partners will be engaged as well.

### **The Position:**

The candidate being sought is one that inspires and delivers high impact and sustained results; a principled and ethical staff, who exemplifies human rights norms and standards, and who will defend them courageously and with full conviction; a staff who is transparent, exceptional in how they manage the resources entrusted to them and who commits to deliver excellence in programme results.

In all activities, the **Program Coordinator Integrated SRHR/GBV** fosters collaboration within the country Spotlight Initiative Team, particularly within the programme/technical team providing technical support in the core area of GBV prevention including Comprehensive Sexuality Education and integrated SRHR information and services. The **Program Coordinator Integrated SRHR/GBV** will work as part of the Spotlight Programme Technical Team while under the direct supervision of the UNFPA **Assistant Representative** and overall leadership of the Country office Representative. The Programme Coordinator works in close collaboration with the operations, programme and project staff in the RO, UNFPA HQ, Recipient UN Organizations (UNDP, UN Women, and UNICEF), Spotlight Secretariat, EU, Steering Committee and Civil Society Reference Group, and partners as required for resolving complex finance-related issues and exchange of information.

### **Job Purpose:**

The **Program Coordinator Integrated SRHR/GBV** lead and co-ordinate the management of quality, timely and integrated technical and programme support to the Spotlight Initiative, ensuring that the interventions are implemented in the context of the delivering as one and based on the national development processes and frameworks related to the Gender Based Violence (GBV) Strategy. She/he is in charge of ensuring sound and adequate technical integration of UNFPA's comparative advantage in the areas of GBV prevention and integrated SRHR service provision in Afghanistan.

The primary activities of the **Program Coordinator Integrated SRHR/GBV** will be centred on:

- Programme Management Support

- Capacity Development
- Knowledge Management

As the UNFPA Spotlight Initiative focal point to be assigned to the country programme, the **Program Coordinator Integrated SRHR/GBV** ensures that programme assistance and capacity development needs are met and technical assistance in the areas of UNFPA's comparative advantage is delivered effectively through the provided EU-UN modalities.

### **Responsibilities:**

#### **A- Programme Management Support:**

- Monitoring the programme implementation and operations on integrated SRHR services in relation to GBV prevention and management as per the Spotlight Initiative framework and programme management guidelines
- Provide guidance and support to the field operations, resource allocation, resource mobilization, administrative matters and operational aspects of the assigned component of the Project;
- Monitoring financial implementation of the activities, provide inputs on the resource distribution in the regions under coverage, identify opportunities for resource mobilization and bring areas of concern to the attention of management;
- In coordination with the Planning and Monitoring Analyst, supporting the Spotlight Initiative in the development and implementation of results-based indicators, monitoring and evaluation plans and of necessary follow-up;
- Contribute substantively to the development of key programme and/or management related documents as well as preparation of briefings as may be required;
- Undertake field missions related to planning, monitoring, and evaluation assistance to Spotlight Initiatives Work Plan progress;
- Participating, along with the other technical and programing team members in the development of strategic frameworks of assistance/project support;
- With the assistance of support staff, ensuring that Spotlight Initiative needs on operational issues are addressed, and followed-up;
- Assisting in policy dialogue within the framework of the Spotlight Initiative
- Draft UNFPA component reports (narrative and financial) on the Spotlight Initiative and ensure the consolidation by the overall lead agency
- Collaborate with UN Women, UNDP and UNICEF for the implementation of the joint programme

#### **B- Capacity development – Ensures an open exchange of state-of-the-art programmatic innovations in partnership with Gender and Youth& Adolescents' Team:**

- Contributing to identification and assessment of technical and programme capacity needs and identify sources of knowledge to meet those needs;
- Identifying capacity building needs and follow-up through organization of capacity building activities with staff, national counterparts, and civil society partners;
- Coordinating with other UN agencies, the provision of technical and programme assistance in capacity development initiatives and participate in working groups and task teams; and
- Coaching and guiding other staff

**C- Knowledge Management – Ensures an open exchange of best practices/lessons learned in partnership management:**

- Support and contribute in identifying opportunities and consolidating documentation on lessons learned/best practices and ensure that these are incorporated into the UN in Afghanistan knowledge sharing system;

**D- Carry out any other duties as may be required of the Spotlight Team**

**Qualifications:**

- Advanced university Degree in Medicine, Public Health, or closely related fields directly related to the substantive area outlined in the job description of the post.

**Knowledge and Experience:**

- At least 5 years of increasing responsibility and professional experience in programme management and development relevant to sexual and reproductive health, and GBV,
- Substantive knowledge and practical experience in sexual and reproductive health, and gender, including integration of SRHR/GBV
- Strong results-based programme management experience with particular focus on strategic planning and capacity building
- Experience in programme and/or technical assistance with the UN System or with European Union (EU) or similar development partners will be an added advantage
- Strong interpersonal and communication skills including for dissemination of information and advocacy activities.
- Field experience is required
- **Female candidates are strongly encouraged to apply**

**Languages:**

Fluency in spoken and written English, Dari, and Pashto 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 programmes</li><li>• Internal and external communication and advocacy for results mobilization</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>	

**Scam Warning:**

UNFPA does not charge any application, processing, training, interview, examination or other fees related to the application or recruitment process. Advertisements, letters or fraudulent offers can be reported to the UNFPA Fraud Hotline <http://www.unfpa.org/help/hotline.cfm>

**Submission Guidelines:**

Interested Afghan Nationals may send the completed United Nations Personal History form (P-11) by email along with cover letter to the e-mail address: [recruitment.afg@unfpa.org](mailto:recruitment.afg@unfpa.org)