

TERMS OF REFERENCE

Economic Modelling for Adolescent Girls Consultant

CONTRACT MODALITY Individual Consultancy

DUTY STATION Nairobi, Kenya (remote)

DURATION OF CONTRACT 12 months

Purpose of Assignment

The United Nations Children’s Fund (UNICEF) Gender Equality Action Plan (UGEAP), 2026–2029, outlines the organization’s key commitments to advancing gender equality and the empowerment of all girls and women. A special emphasis is placed on boosting investments to advance the well-being, leadership and agency of adolescent girls, recognizing that investments in this age cohort yield multiple dividends for every child, their families and societies. Under UNICEF’s Strategic Plan 2026–2029, adolescent girls are a priority accelerator, and the GPD Gender Equality team’s priority is to scale up and sustainably finance the ‘best buys’ in proven policy and programme solutions that advance tangible changes in adolescent girls’ lives.

UNICEF GPD Gender Equality team has made substantial progress in delivering policy briefs and analytical tools to support at-scale programming, undertaking costing analysis with UNICEF country teams, and developing investment cases to support the financing of programme models for adolescent girls. Building on these results, this assignment aims to deepen and extend the work along two increasingly important frontiers: (i) the interaction between climate change, environmental stress and adolescent girls’ rights; and (ii) the mobilization of private sector and other non-traditional financing actors as investors in adolescent girls’ outcomes. The aim is to broaden the funding streams beyond public budgets and traditional donors. The consultancy will explore how investment cases and other analytical products can be tailored to governments, development finance institutions, climate finance actors, philanthropy, ESG-focused investors and private sector partners, framing evidence to respond to different funding priorities and decision-making processes.

In alignment with UNICEF’s Gender Equality Action Plan, UNICEF’s Adolescent Girls’ Programme Strategy, and UNICEF’s Strategic Plan ‘adolescent girls accelerator’ commitments, UNICEF is seeking a consultant to support the adolescent girls’ agenda. Specifically, this consultancy will focus on:

- Providing technical support to UNICEF Country Offices (COs) on investment cases, costing, cost-effectiveness analysis, financing strategies, and sustainable financing of adolescent girls’ programming.
- Supporting the development and rollout of analytical tools to inform programme design, scale readiness, costing, and financing decisions for adolescent girls’ programmes.
- Developing and applying innovative analytical approaches, including climate-informed investment cases, to strengthen the evidence base on effective, scalable, and sustainable investments in adolescent girls.
- Generating practical learning and tailored analytical products to support resource mobilization, policy influence, and the scale-up of proven solutions for adolescent girls across diverse financing audiences.

Scope of Work

The consultant, under the supervision of the Gender Equality Specialist (Financing and Policy) will be responsible for the following tasks.

- Technical support to four UNICEF Country Offices (COs) on investment cases, costing, cost-effectiveness

analysis and financing strategies.

- Rollout of analytical tools for country-level decisions on programme design, costing, cost-effectiveness, readiness to scale, and sustainable financing.

Support two COs to produce climate-informed investment cases estimating the causal effect of environmental shocks on adolescent girls' outcomes; identify effective mitigation programmes and systems; and assess costs, cost-effectiveness, financing requirements and potential returns using appropriate causal inference methods and conservative, transparent assumptions.

- Development and testing of analytical products tailored to different financing audiences, including non-public finance actors.
- Support one CO to develop an investment case geared towards non-public finance actors.
- Produce a synthesis of lessons from UNICEF's investment case work on adolescent girls, including implications for future policy, financing, programming and scale-up.

Work Assignments Overview	Deliverables/Outputs	Delivery deadline to complete the deliverable
1. Private-finance focused CO investment case	Support one CO to develop an investment case tailored to a private or other non-public finance audience.	30 March 2027 – 14 days
2. Technical guidance note for different financing audiences	Develop guidance and analytical approach for tailoring investment cases to governments, development finance institutions, climate finance actors, philanthropy, ESG-focused investors and private sector partners.	30 May 2027 – 12 days
3. Two climate informed country investment cases	Support two COs to quantify effects of climate and environmental shocks on adolescent girls' outcomes, identify effective mitigation mechanisms, estimate costs and financing needs, and generate cost-effectiveness and return-on-investment estimates where feasible.	31 July 2027 – 28 days
4. Synthesis of lessons learned	Produce a synthesis of lessons from UNICEF's adolescent girls investment case work, documenting influence on policy, financing, programming and scale-up.	30 August 2027 – 10 days
5. Rollout of analytical tools	Support development and rollout of tools to assess programme suitability for scale, basic and mid-point costing, and cost-effectiveness, with direct technical support to at least four COs.	30 October 2027 – 18 days
6. Technical support to COs	Provide direct technical support to at least four COs on investment cases, costing, cost-effectiveness analysis, financing strategies and readiness-to-scale assessments. One planned trip to a POWER4Girls country, depending on programme prioritization in 2027. Duration: 7 days	15 December 2027 – 48 days

Payment Schedule:

Payment will be made on submission and acceptance of deliverables. UNICEF reserves the right to withhold

payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

Important Notes

- Individuals engaged under a consultancy or individual contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.
- The selected candidate is solely responsible for ensuring that the health insurance (and visa if applicable) required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.
- UNICEF offers reasonable accommodation for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT

Minimum requirements:

- Education:
 - Advanced University degree (Masters) in Economics, development economics, public policy, public finance, statistics, econometrics, data science, environmental economics, international development, or another relevant field.
- Work Experience:
 - Minimum eight years of relevant professional experience in economic modelling, development economics, public finance, investment cases, programme costing or related analytical work.
 - Demonstrated experience developing investment cases, cost-effectiveness analyses, costing models, financing strategies or return-on-investment analyses for social-sector programmes, with a focus on adolescent girls.
 - Experience translating complex analysis into practical policy, financing and programme recommendations for governments, development partners and/or private finance audiences.
 - Knowledge of gender equality and adolescent girls’ programming, including education, health, protection, social protection or economic empowerment, is highly desirable.
 - Experience providing technical assistance to country teams and producing high-quality analytical products for diverse audiences.

- Language requirement:
 - Excellent English oral and written skills;
 - Proficiency in another UN language (Spanish, French or Arabic) is desirable.
- Skills:
 - Strong quantitative skills, including econometrics and causal-inference methods, with the ability to apply conservative and transparent assumptions.

Desirables:

- Relevant experience with UNICEF, another UN agency or an international development organization is an asset.