

TERMS OF REFERENCE

Senior Consultant – Sustainable Finance

CONTRACT MODALITY Individual Consultancy

DUTY STATION Home-based/Remote

DURATION OF CONTRACT 14.5 Months

Purpose of Assignment:

UNICEF's Innovative Finance (IF) Hub, based in Helsinki, aims to catalyze global capital in support of children to fill the SDG gap and radically accelerate progress towards the SDGs. It sits at a unique vantage point where an organization working on global issues meets the startup thinking, new ideas, and partners to turn this energy into scalable solutions. We aim to understand and solve a pressing challenge: why is finance not working for children? On one hand, the funding gap to achieve the Sustainable Development Goals (SDGs) continues to grow (currently at over 4 trillion USD!), where children are particularly vulnerable to the educational, health, protection and climate challenges the SDGs try to address. On the other hand, children are seldom considered in the investment practices of investors, even the most responsible and socially conscious – while virtually all companies have material impacts on children lives, as consumers, through their employed parents and caregivers, as community members and as future leaders.

One of the IF Hub's flagship initiatives is Child-Lens Investing, a strategy to strengthen awareness, action and investment on children rights and outcomes in the financial sector. You can learn more of child-lens investing here: <https://www.unicef.org/innovation/innovative-finance/child-lens-investing>. External positioning, engagement and visibility of CLI are core pillars of the Innovative Finance Hub work, and instrumental pathways to advance the agenda across the financial ecosystem.

While ChildLens investing encompasses all dimensions of child rights, reflecting their universality and interdependence, a thematic focus in developing market guidance and driving adoption can help strengthen the practical application of the framework into engagement strategies, investment decisions and capital allocation.

Within this context, the IF Hub is seeking a sustainable finance senior consultant to support the development and ensure effective implementation of the IF Hub strategy. He/she will support the development of the Child-Lens Investing field through thought leadership pieces development, adoption strategies with partners and field building activities. This consultancy is for a period of 15 months, with monthly deliverable of reports. Based on satisfactory performance, the consultancy may be extended as per UNICEF's policy.

Scope of Work:

Under the direct supervision of our technical experts and in coordination with other members of the Hub, the consultant's responsibilities will be organized into three key areas:

- Support in the development of thematic guidance on Child-Lens Investing (covering various impact themes), providing investors with criteria and practical tools tracking child rights impact and outcomes which have been identified as lacking attention, or chronically underfinanced
- Support in driving the adoption and application of these thematic guidelines by the investment community
- Oversee the development of Child-Lens Investing guidelines for Asset Owners

Specific tasks will include:

1. **Market insights and Interoperability between Child-Lens Investing and other thematic areas**

- Support the development of practical guidance demonstrating how Child-Lens Investing can be integrated with existing thematic lenses, standards, frameworks and investment methodologies.
- Review relevant market practices, standards, tools and investor frameworks to identify areas of alignment, complementarities and potential gaps between Child-Lens Investing and other thematic approaches.
- For each identified thematic area, identify the relevant third parties, internally or externally, to co-develop the thematic guidelines with the IF Hub.
- Oversee the development of selected thematic guidelines, supporting UNICEF's partners (co-publication with internal teams, recruitment of a third party, etc.), and engage with relevant UNICEF program colleagues and external experts to validate findings and ensure that interoperability approaches are technically robust, relevant and aligned with UNICEF priorities. The guidelines which will include research and technical findings will be translated into practical recommendations, tools and guidance for investors seeking to apply multiple thematics within their investment processes.
- Support the dissemination and uptake of interoperability research and guidance among relevant UNICEF teams, investors, development finance institutions and other stakeholders.

2. **Support development and pathways for adoption of Child-Lens Investing thematic guidelines by the investment community**

- Support the development and implementation of the above-mentioned guidelines (as well as existing ones, such as gender) through consultation with UNICEF experts and ecosystem players.
- Engage with investors and other financial market stakeholders to understand their needs, challenges and feedback regarding the application of Child-Lens Investing principles, tools and guidance.
- Support the organization and delivery of technical workshops, consultations, roundtables and other engagement activities to facilitate the adoption and practical application of Child-Lens Investing.
- Develop tailored materials, presentations, briefing notes and other resources to support engagement with prospective adopters and demonstrate the practical value and applicability of Child-Lens Investing.

3. **Oversee the development of Child-Lens Investing guidelines for Asset Owners**

- Develop the guidelines' scope and purpose (TOR) to contract an external consulting company in charge of developing Child-Lens Investing guidelines for Asset Owners.
- Support the Hub and the consulting company developing these guidelines in completing a desk review of existing frameworks and standards used by Asset Owners. The report will identify commonalities,

challenges, and opportunities in applying CLI for Asset Owners. This phase will also include an internal mapping of existing UNICEF knowledge and ongoing work.

- Collaborate with the consulting company contracted to develop the guidelines as well as the Hub's partners involved in peer-reviewing the guidelines' different drafting stages.
- Support the dissemination and promotion of the guidance among relevant asset owners and investment networks, and identify opportunities for its integration into existing industry initiatives and standards.

Work Assignment Overview	Deliverables/ Outputs	Delivery deadline		Planned Travel
		Exact date to complete the deliverable	Input days	
Develop a strategic roadmap for priority thematic applications of Child-Lens Investing from guidance through adoption, aligned with UNICEF sectoral priorities and results frameworks	Conduct 10 internal consultations to identify key entry points for the development of 2 thematic CLI strategies across the CLIF taxonomy	31 Dec 2026; draft workplan 1 Feb 2027	10 days	No planned travel specified
Review relevant market practices, standards, tools and investor frameworks to identify areas of alignment, complementarities and potential gaps between Child-Lens Investing and other thematic approaches	Develop, co-develop or review (depending on the context) a concept note for each thematic area identified, pre-analyzing the market, potential partners, etc. (1 concept note on year one, 2 concept notes on year 2).	31 Oct 2027	20 days	No planned travel specified
Oversee the development of the thematic guidelines.	Publication (or co-publication) of 2 thematic guidelines by December 2027 Internal and external engagement throughout the process around guidelines development (at least 3 workshops, internal or external per guidelines, 6 in total).	31 Dec 2027	60 days 20 days	No planned travel specified
Support the dissemination and uptake of the thematic guidelines	Co-development of both a communication plan and an event strategy with the partners and the IF Hub's communication team	31 Dec 2027	10 days	No planned travel specified
Support the development of strategic partnerships translating CLI guidance into pathways for market adoption.	Identification and mapping on potential partners for each thematic guidelines (10 players minimum) Initiate discussions with priority partners (100%	31 Dec 2027	40 days	No planned travel specified

	of partners mapped contacted) to assess their interest, expertise and potential role in adopting these guidelines Support establishment of strategic networks with key players			
Support the organization and delivery of technical workshops, consultations, roundtables and other engagement activities to facilitate the adoption of these guidances. .	At least one event organized by thematic guidance published	31 Dec 2027	10 days	3 travels planned. Examples of destination: • GIIN Forum 2027 (in 2026, in Amsterdam) (4 days mission) • Mission in Copenhagen (3 days mission) • Mission in Bangkok (3 days mission)
Develop tailored materials, presentations for the thematic guidance.	Creation of one communication kit, jointly with our communication team (one per thematic guidance), which includes presentations and topic points, for each thematic guideline (3 in total)	31 Dec 2027	10 days	No planned travel specified
Develop the guidelines' scope and purpose (TOR) to contract an external consulting company in charge of developing the guidelines for Asset Owners.	TOR developed to recruit an external third party (with internal validation	31 Mar 2027	10 days	No planned travel specified
Mapping of existing guidelines and frameworks on the market	Internal mapping of existing work withing UNICEF	30 Jun 2027	15 days	No planned travel specified

	Co-development, with the external third party of a mapping of external best practices, including existing guidelines, frameworks, etc.			
Oversee and review the development of the guidelines for Asset Owners	Oversee and review the development of the guidelines for Asset Owners Provide evidence-based feedback to the consulting company contracted to develop the guidelines Support the Hub and the consulting company contracted to develop the guidelines in organizing and facilitating at least two consultative workshops with a technical working group to validate and refine the guidelines. Support the Hub and the consultant contracted to develop the guidelines in finalizing the guidelines report and seek peer review from internal key UNICEF stakeholders for their feedback and endorsement or formal validation, where needed.	31 Dec 2027	20 days 10 days 20 days	No planned travel specified
Support the dissemination and uptake of the guidelines for Asset Owners.	Co-development of both a communication plan and an event strategy with the partners and the IF Hub's communication team	31 Dec 2027	10 days	No planned travel specified

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: Master’s degree International development, finance, economics, public or business administration, or another relevant field. Without an advanced degree, three additional years of relevant experience are required.

Work Experience:

- Minimum 10 years relevant national and international experience in international development, innovative finance, ESG/impact investing, project management, consulting or related fields.
- Sustainable-finance experience across private equity/debt, listed equity and/or debt instruments.
- Ability to synthesize diverse sources into practical implementation tools.

Language Requirements:

- Fluency in English and strong writing and analytical skills.

Knowledge/Expertise/Skills:

- Impact-investment lenses including gender, climate, WASH and nutrition.
- Technical understanding of social issues in impact investing.
- Ability to work across cultures and geographies.

Desirables:

- Partnerships and stakeholder engagement with investors, DFIs, standard setters and social-impact experts.
- Rights-based programming for children.
- UNICEF, UN, international organization or corporate experience.
- Another official UN language.