



UNITED NATIONS CHILDREN'S FUND GENERIC JOB PROFILE (GJP)

I. Post Information

Job Title: Programme Specialist, Livelihoods for Adolescent Girls and Young Women
Supervisor Title/ Level: Senior Advisor
Organizational Unit: Generation Unlimited
Post Location: Bangkok, Thailand (Fully Remote)

Job Level: P3
Job Profile No.: TA
CCOG Code:
Functional Code: Programme Specialist
Job Classification Level: P3

II. Organizational Context and Purpose for the job

UNICEF works in over 190 countries and territories to save children's lives, defend their rights, and help them fulfill their potential, from early childhood through adolescence.

At UNICEF, we are committed, passionate, and proud of what we do. Promoting the rights of every child is not just a job – it is a calling.

UNICEF is a place where careers are built: we offer our staff diverse opportunities for personal and professional development that will help them develop a fulfilling career while delivering on a rewarding mission. We pride ourselves on a culture that helps staff thrive, coupled with an attractive compensation and benefits package.

Visit [our website](#) to learn more about what we do at UNICEF.

Job organizational context:

Building on work across the UN with and for young people, and in line with the UN Youth Strategy, UNICEF's Generation Unlimited delivers market-relevant skilling, employment and entrepreneurship programmes to scale up youth-led ideas and initiatives.

This partnership brings together leaders from governments, UN agencies, the private sector, academia, international and civil society organizations, and young people. The partnership identifies, co-creates, resources and scales up innovative solutions to expand opportunity for young people.

The UNICEF Strategic Plan 2026–2029 commits to supporting young people's access to dignified livelihoods and prioritizes the economic empowerment of adolescent girls. Aligned with this, the GenU Strategy 2026–2029 aims to certify 144 million young people in job-relevant skills and connect 6 million of those to quality employment and entrepreneurship opportunities by 2029, with at least 60 per cent young women. Expanding opportunities for young women is one of GenU's three strategic priorities, alongside AI/digital and green.

Within this ambition, the Girls Education Skills Partnership (GESP) is an innovative partnership bringing together the United Kingdom's Foreign, Commonwealth & Development Office, a range of private sector partners and UNICEF Generation Unlimited in providing skills training to adolescent girls and young women and connecting them to livelihood opportunities. GESp is

now in its closure phase, with a focus on completing implementation, generating and disseminating evidence and learning, and final donor reporting.

Building on this experience, GenU is advancing EmPowerHer to expand economic opportunities for adolescent girls and young women at regional scale. EmPowerHer Africa, launched by GenU and the African Union, aims to empower 50 million adolescent girls and young women by 2030 through access to skills, financial services and business creation opportunities. As part of GenU Asia, EmPowerHer Asia is being conceptualized to advance a similar agenda in the Asia region.

Purpose for the job:

Under the direct supervision of the Senior Advisor, and in collaboration with the GenU Asia and EmPowerHer Africa teams, the Programme Specialist will support GenU's work on livelihoods for adolescent girls and young women over a 12-month period, in line with the UNICEF Strategic Plan 2026-2029 and the GenU Strategy 2026-2029. The incumbent will provide technical and programme management support across four areas: (1) supporting the closure of the Girls Education and Skills Partnership (GESP), including programme implementation close-out, evidence and learning generation and dissemination, and donor reporting; (2) contributing to the design and development of EmPowerHer Asia as part of GenU Asia; (3) providing technical support to EmPowerHer Africa; and (4) contributing to GenU governance, advocacy, integration and knowledge-sharing efforts on livelihoods, with a focus on adolescent girls and young women.

III. Key functions, accountabilities and related duties/tasks *(Please outline the key accountabilities for this position and underneath each accountability, the duties that describe how they are delivered. Please limit to four to seven accountabilities)*

Summary of key functions/accountabilities:

Support the closure of the GESP programme in close coordination with the Senior Advisor and the country teams:

- Provide technical support to country teams in Bangladesh and Nigeria, to complete implementation and monitoring of GESP programme. In doing so, ensure adequate planning and monitoring to enable effective closure and coordination across the various activities including programme implementation, partner coordination, MERL, and reporting.
- Coordinate to the generation of evidence and learning from GESP in close coordination with MERL Lead, including the results against the results framework, tracer study, evaluation, study assessing impact of AI on entry level jobs for girls, learning briefs, playbook, human interest videos, and supervise the related consultancies.
- Support the dissemination of GESP evidence and learning to global and country audiences, including through dissemination events and knowledge products, and ensure lessons inform GenU programme design, including EmPowerHer.
- Coordinate and support preparation of final donor reporting and the FCDO Project Completion Review, including consolidation and quality assurance of results reporting.
- Support GenU leadership in GESP high-level governance activities such as the Advisory Board.

Conceptualize and advance EmPowerHer Asia, as part of GenU Asia:

- Contribute to the development of EmPowerHer Asia as part of GenU Asia, including contributions to the rationale, theory of change, programme model and results framework..
- Support consultations with UNICEF regional and country offices, governments, private-sector partners, and youth and women's organizations to inform programme design and priority setting..
- Contribute to the development of concept notes, partnership propositions and resource mobilization materials to advance EmPowerHer Asia with public and private partners.

- Support early implementation planning for EmPowerHer Asia, including governance and coordination arrangements.

Support EmPowerHer Africa through technical assistance:

- Contribute technical support to EmPowerHer Africa, including on programme design, results frameworks and MERL for adolescent girls and young women.
- Share evidence and lessons from GESP and other GenU programmes to strengthen EmPowerHer Africa programming on skills, financial inclusion and entrepreneurship.
- Support coordination with the EmPowerHer Africa team, UNICEF offices and partners, including the African Union, as requested.

Support GenU governance, advocacy, integration and thought leadership on livelihoods, with a focus on adolescent girls and young women:

- Support GenU governance, including preparations for the Global Leadership Council and Board meetings, by contributing to pre-reads, briefing notes, presentations and progress updates on youth livelihoods and adolescent girls and young women.
- Support GenU advocacy engagement, including at the Commission on the Status of Women (CSW), the International Day of the Girl Child and International Women's Day, by developing key messages, event concepts, speeches and talking points that draw on evidence from GESP and EmPowerHer, and by ensuring the meaningful engagement of young women.
- Support internal efforts to advance integrated livelihood programming across UNICEF, working with Centres of Excellence (CoEs), including the Economic and Social Policy (ESP) CoE, and with the Gender, Education, Social and Behaviour Change (SBC), Office of Innovation, and other youth-relevant teams, to strengthen links between skills, employment, entrepreneurship, social protection and economic inclusion.
- Contribute to evidence generation and thought leadership on youth livelihoods and adolescent girls and young women, including a report on the impact of AI on entry-level jobs for young people, especially young women, review and contribute to relevant research and evaluations, and support the development of concept notes and proposals for resource mobilization.
- Other related duties as assigned by the supervisor to ensure the success of the team, including managing, guiding, training, and coaching short-term staff, including consultants, interns and volunteers, as needed.

IV. Impact of Results *(Please briefly outline how the efficiency and efficacy of the incumbent impacts its office/division and how this in turn improves UNICEF's capacity in achieving its goals)*

This function supports UNICEF's mission and strategic plan by advancing GenU's focus on skills and livelihoods, which is critical to positively impacting the lives of young people across the globe. Opportunities for young women are one of three strategic priorities in the GenU Strategy 2026-2029.

With regards to the performance of the incumbent, any failures not properly addressed or corrected will have operational and reputational damage to the UNICEF office team as a whole. Evidence presents that adolescent girls and young women are disproportionately underrepresented in skilling and employment, therefore determining the need to further focus on gender bespoke programmes and impact. As a public-private-youth-partnership platform there is a critical focus needed to adequately co-create and coordinate with stakeholders, in addition to manage programmes/grants. The absence or lack of a clear gender and livelihood approach, in addition to ineffective management of the GESP closure and EmPowerHer initiative would have an adverse impact on GenU.

V. UNICEF values and competency Required (based on the updated Framework)

i) Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability
- Sustainability

ii) Core Competencies (For Staff with Supervisory Responsibilities) *

- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)
-

i

VI. Recruitment Qualifications

Education:	An advanced university degree in international development, development studies, education, gender studies, economics, social policy, public policy, social sciences, business administration, or another relevant technical field is required..
Experience:	• A minimum of five years of relevant professional experience in programme design, implementation, monitoring and management in areas such as adolescent and youth development, skills development, school-to-work transition, employment, entrepreneurship, livelihoods, economic empowerment, education, gender equality, or related fields is required. • Experience supporting programmes designed to improve skills, employment, entrepreneurship, financial inclusion or livelihood outcomes for adolescents and young people is required. • Experience in results-based programme management, including programme planning, implementation monitoring, results frameworks, evidence generation and reporting, is required. • Experience coordinating with multiple stakeholders, such as governments, development partners, private-sector organizations, civil society organizations, youth-led organizations or UN entities, is required. Assets:

	• Experience in gender-responsive economic empowerment programming for adolescent girls and young women. • Experience in youth skills, employment, entrepreneurship or livelihoods programming. • Experience with multi-country programme or grant closure and final donor reporting. • Experience in evidence generation, evaluation, learning and results frameworks. • Experience in public-private partnerships and resource mobilization.
Language Requirements:	Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or local language of the duty station is an asset.