Classified Job Descriptions

Job Description Type:	Specific Job Description	Region:	MENA
Category:	IP (International Professionals)	Country:	Djibouti
Reason for Classification:	Establishment of a new post	Duty Station:	Tadjourah
Level:	P-3	Office:	Representative
Title:	Programme Specialist	Section:	
Title Information in Parenthesis:	Climate & Resilience	Unit:	
CCOG Code:	1A02	Case Number:	DJI27006
UNICEF Code:	PMA	Post Number:	Not yet provided by DFAM
Classified by:	Natalia Paquin	Classified Date:	11/9/2026

Organizational Context:

For 2027 to 2030, UNICEF Djibouti concentrates its country programme on three priorities: climate resilience and child survival; inclusive education and youth; and migration and social cohesion. Climate resilience cuts across all three priorities. UNICEF positions itself as convener and technical partner within national systems and financing rather than as a direct implementer.

Djibouti's emergency profile is climatic, epidemic and migratory. Drought, flash floods, extreme heat and water-related outbreaks affect a rural population far from services, and the deepest deprivations are in the north: access to safe drinking water is 47.8 per cent in rural areas against 97.5 per cent in urban areas, and open defecation reaches 64 per cent in rural areas. The regions of Tadjourah and Obock also sit on the Eastern Route, a major migration route to Yemen and the Gulf.

The Tadjourah zone office, in UN common premises shared with WFP, is UNICEF's only permanent presence outside the capital and covers the regions of Tadjourah and Obock. It serves all programme sections through integrated local planning with the regional councils, partner follow-up, humanitarian monitoring and response, and community engagement.

The Programme Specialist, Climate Resilience, is based in Tadjourah and reports to the Representative. The post supervises the Programme Officer (Tadjourah) and works closely with the Deputy Representative Programme, the section leads, the WASH Officer and the Regional Office.

Purpose of the Job:

The Programme Specialist, Climate Resilience, combines three functions in one post: technical lead on climate resilience across the programme and all sections; head of the Tadjourah zone office; and emergency focal point of the office.

The incumbent is accountable for the planning, design, implementation, monitoring and administration of climate resilience interventions across the programme and of the programme interventions in the north, in accordance with the country programme and the country programme management plan.

Key functions, accountabilities and related duties/tasks:

Summary of key functions/accountabilities:
1. Technical leadership on climate resilience across the programme
2. Leadership of the Tadjourah zone office
3. Emergency preparedness and response
4. Programme planning, monitoring and use of funds
5. Partnerships, coordination and resource mobilization
6. Capacity building and knowledge management

Within the delegated authority and the given organizational set-up, the incumbent leads climate resilience across the programme, heads the Tadjourah zone office and acts as emergency focal point of the office. Duties include:

1. Technical leadership on climate resilience across the programme
- Lead climate resilience across the country programme and all programme sections, including child survival, education, child protection and social policy, in close collaboration with the section leads in Djibouti City.
- Support the integration of climate resilience in education, including climate-resilient and safe schools, continuity of learning during climate shocks, climate and environmental education, and green skills for adolescents and young people.
- Support the integration of climate resilience in health, nutrition, child protection and social policy, including climate-sensitive health and nutrition services, the protection of children affected by climate-related displacement and migration, and shock-responsive social protection.
- Provide technical leadership on climate-resilient WASH in schools, health facilities and rural communities, including rural water supply, solarization of water systems, sanitation and hygiene, towards the country programme target of climate-sensitive WASH coverage of at least 80 per cent.
- Generate and use evidence on climate risks for children, including drought, floods, extreme heat and water-related outbreaks, and integrate it into programme design, planning and advocacy across sections.
- Provide technical guidance to the WASH Officer and to programme colleagues on climate resilience, in coordination with the Regional Office WASH and climate advisers.

2. Leadership of the Tadjourah zone office
- Head the Tadjourah zone office, which covers the regions of Tadjourah and Obock, and represent UNICEF with the regional councils, local authorities and partners in the north.
- Lead integrated local planning with the regional councils, joint supervision and the convergence of programme interventions in the north across sections.
- Supervise the Programme Officer (Tadjourah) and ensure effective partner follow-up, programmatic visits, HACT assurance and liquidation of cash transfers in the zone.
- Manage the zone office within the accountability framework agreed with the country office, including work planning, security compliance with UNDSS, and the common premises and fleet arrangements with WFP.

3. Emergency preparedness and response
- Act as emergency focal point of the office: monitor early warning information and coordinate first-line preparedness and response for drought, nutrition deterioration, WASH-related outbreaks and protection risks for children in mobility on the Eastern Route.
- Maintain and update sector contingency plans and emergency preparedness actions with the programme sections, and contribute to the humanitarian action for children` appeal.
- Represent UNICEF in inter-agency humanitarian coordination in the north and support sector coordination at national level as required.
- Ensure that humanitarian and development interventions in the north are linked and contribute to resilience.

4. Programme planning, monitoring and use of funds

- Contribute to the situation analysis, programme planning and preparation of work plans, programme documents and recommendations on climate resilience across the programme and for the north.
- Monitor programme implementation through field visits and data analysis, identify bottlenecks and take or recommend corrective action.
- Manage the allocation, disbursement and liquidation of programme funds under the post's responsibility, ensuring compliance with UNICEF rules and donor requirements, and certify funds as delegated.
- Prepare timely programme and donor reports, and contribute to reviews and evaluations with government counterparts.

5. Partnerships, coordination and resource mobilization
- Build and maintain partnerships with the Government, United Nations agencies (including WFP and IOM), international financial institutions, civil society and the private sector on climate resilience and services in the north.
- Support the Government, with the Partnerships and Resource Mobilisation Specialist, in accessing climate finance, including the Green Climate Fund and the Adaptation Fund, for water, resilience and child-sensitive services.
- Contribute to proposals, donor briefs and visibility products, and support donor and National Committee visits to Tadjourah and Obock.
- Collaborate with the Operations Section to maintain sound internal controls and to coordinate financial, supply and logistics requirements.

6. Capacity building and knowledge management
- Provide technical support to national and regional authorities and partners to strengthen their capacity to plan, deliver and sustain climate-resilient services for children.
- Document results, good practices and lessons learned from the north and share them through UNICEF knowledge networks.
- Promote community engagement, accountability to affected populations and protection from sexual exploitation and abuse in programme implementation.

CHILD SAFEGUARDING
Child safeguarding involves proactive measures to limit direct and indirect collateral risks of harm to children, arising from UNICEF's work, UNICEF personnel or UNICEF associates. The risks may include those associated with: physical violence (including corporal punishment); sexual violence, exploitation or abuse; emotional and verbal abuse; economic exploitation; failure to provide for physical or psychological safety; neglect of physical, emotional or psychological needs; harmful cultural practices; and privacy violations.

Certain UNICEF positions present elevated child safeguarding risks ("elevated risk roles") and candidates and/or incumbents may be subject to more rigorous vetting and training. Roles may be elevated risk roles because of significant unsupervised direct contact with children, their data, having a role in responding to safeguarding incidents, or being otherwise assessed as presenting an elevated risk. This position has been identified as a safeguarding response role.

Impact of Results:

The efficiency and efficacy of support provided by the Programme Specialist, Climate Resilience, contributes to:

I. Climate resilience is integrated across the programme, in child survival, WASH, education, child protection and social policy, with measurable progress towards the country programme targets.
II. An effective Tadjourah zone office that turns national priorities into integrated, accountable support for children and families in Tadjourah and Obock.
III. Timely preparedness and response to climate, nutrition, epidemic and migration-related emergencies affecting children.
IV. Programme funds used optimally and in compliance with UNICEF rules, with sound HACT assurance for partners in the north.

	V. Strengthened partnerships and access to climate finance for water, resilience and child-sensitive services. VI. Stronger national and local capacity to plan, deliver and sustain climate-resilient services for children. Achieving these results contributes to the survival, well-being and resilience of the most disadvantaged children in Djibouti.
Competencies and level of proficiency required:	Core Values: Care Respect Integrity Trust Accountability Sustainability Core Competencies: Nurtures, Leads and Manages People (1) Demonstrates Self Awareness and Ethical Awareness (2) Works Collaboratively with others (2) Builds and Maintains Partnerships (2) Innovates and Embraces Change (2) Thinks and Acts Strategically (2) Drive to achieve impactful results (2) Manages ambiguity and complexity (2)
Recruitment Qualifications:	Education requirement: An advanced university degree in one of the following fields is required: environmental sciences, climate change, water resources management, WASH or civil engineering, disaster risk management, public health, social sciences, international development or another relevant technical field. Experience required: A minimum of five (5) years of progressively responsible professional work experience in programme planning, management and monitoring in climate resilience, WASH, disaster risk reduction or related development programmes is required. Experience in emergency preparedness and humanitarian response, including coordination with humanitarian actors is required. Knowledge of climate risks for children, climate-resilient WASH and disaster risk reduction approaches is required. Strong analytical, planning, communication and negotiation skill is required. Knowledge of rights-based and results-based programming and of UNICEF programme policy, procedures and guidelines is desirable. Knowledge of UNICEF emergency programme policies, the Core Commitments for Children in Humanitarian Action and inter-agency coordination is desirable. Ability to lead and supervise a small team and to manage partners, funds and field operations in a remote location is highly desirable. Experience in heading a field or zone office is an asset. Experience in accessing or managing climate finance, including the Green Climate Fund or the Adaptation Fund, is an asset. Experience working in a developing country and in arid or drought-prone contexts is an asset. Language requirements: Fluency in French and English is required. Knowledge of Arabic or a local language (Afar or Somali) is an asset. Knowledge of another official UN language (Chinese, Russian or Spanish) is an asset.
Is this role a Representative, Deputy Representative, Chief of Field Office, the most senior Child Protection role in the	Yes

office, Child Safeguarding Focal Point, or Investigator (OIAI)?:	
Is this post a Direct contact role in which incumbent will be in contact with children either face-to-face, or by remote communication, but the communication will not be moderated and relayed by another person?:	Yes
Is this post a Child Data role in which incumbent will be manipulating or transmitting personal-identifiable information on children such as names, national ID, location data, or photos)?:	Yes
The selected candidate for this position will be required to engage with vulnerable children:	Yes
Competencies and level of proficiency required:	
Recruitment Qualifications:	

Attachments:

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