



UN Women
Representative, Afghanistan
Executive Brief
February 2016

About UN Women



In July 2010, the United Nations General Assembly created UN Women, the United Nations Entity for Gender Equality and the Empowerment of Women. In doing so, UN Member States took an historic step in accelerating the Organization's goals on gender equality and the empowerment of women.

The creation of UN Women came about as part of the UN reform agenda, bringing together resources and mandates for greater impact. It merges and builds on the important work of four previously distinct parts of the UN system, which focused exclusively on gender equality and women's empowerment:

1. Division for the Advancement of Women (DAW)
2. International Research and Training Institute for the Advancement of Women (INSTRAW)
3. Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI),
4. United Nations Development Fund for Women (UNIFEM)

UN Women is empowered to:

- Support inter-governmental bodies, such as the Commission on the Status of Women, in their formulation of policies, global standards and norms
- To help UN member states implement the above standards, standing ready to provide suitable technical and financial support to those countries that request it and to forge effective partnerships with civil society
- To enable member states to hold the UN system accountable for its own commitments on gender equality, including regular monitoring of system-wide progress

Meeting the Needs of the World's Women

Over many decades, the UN has made significant progress in advancing gender equality, including through landmark agreements such as the Beijing Declaration and Platform for Action and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Gender equality is not only a basic human right, but its achievement has enormous socio-economic ramifications. Empowering women fuels thriving economies, spurring productivity and growth. Yet gender inequalities remain deeply entrenched in every society. Women lack access to decent work and face occupational segregation and gender wage gaps. They are too often denied access to basic education and health care. Women in all parts of the world suffer violence and discrimination. They are under-represented in political and economic decision-making processes. For many years, the UN has faced serious challenges in its efforts to promote gender equality globally, including inadequate funding and no single recognized driver to direct UN activities on gender equality issues. UN Women was created to address such challenges. It will be a dynamic and strong champion for women and girls, providing them with a powerful voice at the global, regional and local levels. Grounded in the vision of equality enshrined in the UN Charter, UN Women, among other issues, works for the:

- elimination of discrimination against women and girls;
- empowerment of women; and
- Achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

UN Women is committed to achieving workforce diversity in terms of gender, nationality and culture. Individuals from minority groups, indigenous groups and persons with disabilities are equally encouraged to apply. All applications will be treated with the strictest confidence.

Representative, Afghanistan

Position

UN Women: Representative

The UN Women Representative is responsible for translating the UN Women's Strategic Plan (SP), in line with regional and national priorities, into development initiatives and results by developing, implementing and managing programs and projects; and developing effective partnerships with Government counterparts, UN system agencies and organizations, CSOs, and with bilateral and non-traditional donors in order to promote inter-agency partnerships, support for UN reform, and mobilization of visibility and resources to advance gender equality and women's empowerment.

The position will be based in Kabul, Afghanistan.

Opportunity

The role of Representative is critical for the success of UN Women. The UN Women Representative reports to the Director, Regional Office who provides general direction and guidance.



Role Profile:

Under the general supervision of the Director, Regional Office, the Representative will perform the following functions;

Summary of Key Functions:

- Strategic country program development and planning;
- Country program management and oversight;
- UN inter-agency coordination;
- Representation and advocacy;
- Strategic partnerships and resource mobilization;
- Knowledge management.

Strategic program development and planning:

- Assess and monitor the political, economic and social development trends and identify emerging issues of relevance to the mandate of UN Women to identify opportunities for development planning to advance UN Women goals and objectives in the country;
- Establish effective dialogue with the government and other national organizations and a wide range of stakeholders (civil society, private sector and development partners) on development challenges, opportunities and priorities and modalities to achieve UNW goals and national objectives on gender equality and women's human rights.
- Strengthen UN Women country presence and relevance as maybe required to respond to the emerging national needs;
- Manage and ensure the completion of high quality, results-based and rights based country programs and projects. Oversee the appraisal and approval of UN Women programs in line with corporate guidelines and consistency with corporate policies and strategies.

Country program management and oversight:

- Develop the Country Office (CO) Strategic Note and Annual Work Plans in collaboration and discussion with the team and set objectives, performance measurements, standards and expected results. Ensure regular program monitoring and evaluate progress for timely action and intervention to achieve results;
- Set performance plans and evaluation standards. Regularly conduct performance assessments, provide feedback and guidance to ensure optimum performance and accountability according to UN Women standards of integrity, ethics and accountability framework;
- Oversee, monitor and ensure quality control in the implementation of high quality, results-based and rights-based for country programs and projects in line with corporate policies, guidelines and strategies.
- Lead and manage the country budget preparation and submission processes to ensure budget proposals are correctly presented and submitted in a timely manner;

- Monitor the utilization of allocated funds to ensure transparency and compliance with UN Women financial policies and accountability framework. Decide on the optimum and appropriate allocation and management of CO resources;
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- Lead and manage the preparation of UN Women mandated country reports and submit timely reports ensuring relevancy, quality and appropriateness of content and presentation;
- Contribute to regular assessments of the regional, and country strategic plans and implementation plans and identify lessons learned and areas of emphasis to underpin consistently improved programming and future SP development;
- Plan and manage monitoring and evaluation of programs and projects. Evaluate results and take appropriate action.

UN inter-agency coordination:

- Participate actively as a member of the UN Country Team (UNCT) to ensure that gender equality and women's empowerment is fully integrated into UN programming processes such as Comprehensive Country Assessment (CCA)/ UN Development Assistance Framework (UNDAF), and or One UN Programme or Common Country Programme;
- Provide leadership and guidance to the UNCT in supporting enhanced response to national partners in advancing gender equality and women's empowerment and UN Reform;
- Support the coordination and promotion of accountability within the UN Resident Coordinator System to advance gender equality and women's empowerment and UN Reform;
- Advise the UNCT on the implementation of key policy commitments to gender and women's rights;
- Partner with UN system and agencies to enhance collaboration, resource mobilization and joint ideas to influence agenda and priority setting;
- Actively seek out participation of UN Women in UN system thematic and other working groups to establish effective network and to keep abreast of ongoing debate and thinking on development, facilitate joint programming and promote UN Women competencies to advance gender equality and women's human rights.

Representation and advocacy:

- Articulate and effectively communicate the strategic vision for UN Women in the country that is consistent with UNW's Strategic Plan and supportive of national development goals and priorities;
- Represent UN Women in intergovernmental forums, key meetings and events, as designated/appropriate to speak on policy issues, participate in policy dialogue, discuss policy initiatives, report on progress achieved and/or present policy papers/ideas to influence setting of agenda and/or advocate UN Women competencies and mandate;

- Represent UN Women in the UNCT to contribute to the mainstreaming of UN Women’s policies in joint programming and initiatives, under the leadership of the UN Resident Coordinator;
- Represent UNW in the UN Heads of Agencies meetings, major events and other inter agency fora, including the donor consultation processes to participate in strategic discussions affecting UN Women and UN system development programs and operations in the country; and to actively seek opportunities to strengthen collaboration/alliances/partnerships with UN system organizations, agencies and partners on common interests and goals;
- Participate in regional, country and other critical meetings and events to evaluate the impact and efficacy of UN Women policies and programs and provide input in strategic discussions and provide technical advice on policies and programs;
- Advocate on behalf of UN Women to help raise awareness and stimulate action to advance gender equality and women's rights.
- Carry out ongoing advocacy to ensure that UN support towards realization of the national plans and priorities are done in a gender responsive manner, and within agreed international frameworks that promote and protect gender equality.

Strategic partnerships and resource mobilization:

- Develop and maintain strategic partnerships with wide ranging constituencies, Government, NGOs, donors, academia, media, and private sector and the UN system agencies/partners as well as multi-lateral and bilateral donors and development institutions through policy dialogue, advocacy and effective, efficient and high quality program delivery to enhance collaboration, resource mobilization and/or share ideas and to influence agenda and priority setting;
- Conceptualize, design and implement country resource mobilization strategies;
- Actively communicate and interact with donors/partners to keep them informed, engaged, advised and interested in UNW goals and objectives to promote gender equality and women's human rights in the country;
- Lead/direct resource mobilization activities to maximize resources for programs and projects to meet ongoing and/or new challenges and opportunities to promote gender equality and women's rights in the country and to sustain achievements in these areas;
- Lead negotiations on cost-sharing agreements with donors. Ensure timely and accurate reporting to donors/partners to maintain UNW credibility and keep their interests and support to UNW programs and projects
- Plan and oversee the implementation public information and fund raising events.

Knowledge management:

- Safety and security of staff, UNW programs and resources;
- Establish CO security strategy, plan and measures that are in full compliance with UN security policies, procedures and requirements, to ensure the protection and well-being of staff and their dependents as well as to minimize risks in program planning and operations;
- In close coordination and consultation with UNDSS and UN system agencies and partners, assess external and internal risks and take timely decisions to ensure the protection of staff (and their families) well-being and UN Women programs and assets;

- Direct implementation of all activities and arrangements related to the safety and security of UN Women staff in Afghanistan in accordance with Framework for Accountability for the UN Security Management System and other UN safety and security policies and security plan;
- Oversee the timely submission of all required reports to UN Women HQ on the security situation and supervise the establishment of appropriate policies, systems and mechanisms (in compliance with UNDSS rules, regulations and procedures) to address emergencies. Confirm the quality and efficacy of these systems to meet evolving needs;
- Confirm that all staff members are made fully aware of these safety and security procedures and policies; and that staff members themselves also understand their own responsibility and accountability in case of emergency.
- Produce knowledge products to meet UN Women needs and standards of quality.

Core Competencies:

Core values and Guiding principles:

- Demonstrate consistency in upholding and promoting the values of UN Women in actions and decisions, in line with the UN Code of Conduct.
- Demonstrate professional competence and expert knowledge of the pertinent substantive areas of work.
- Demonstrate an appreciation of the multicultural nature of the organization and the diversity of its staff. Demonstrating an international outlook, appreciating difference in values and learning from cultural diversity.

Core Competencies:

- Promoting Ethics and Integrity / Creating Organizational Precedents.
- Building support and political acumen.
- Building workforce competence, creating an environment of creativity and innovation.
- Building and promoting effective teams.
- Creating and promoting an enabling environment for open communication.
- Creating an emotionally intelligent organization.
- Leveraging conflict in the interests of the organization & setting standards.
- Sharing knowledge across the organization and building a culture of knowledge sharing and learning.
- Fair and transparent decision-making; calculated risk-taking

Functional Competencies:

- Ability to develop a vision, concepts and strategies for corporate planning and change management;
- Strong negotiation, advocacy and interpersonal skills;
- Proven expertise in writing cogent and convincing documents;
- Strong communications and public speaking skills;

- Proven analytical and problem solving skills;
- Good planning, goal-setting and prioritization skills;
- Effectiveness in establishing and fostering good relations with government counterparts, UN agencies, donors, and NGO partners;
- Effectiveness in strengthening accountability and results-based management in supporting organizational priorities, policy and decision-making processes.

Required Education and Experience

Education:

- Master's degree or equivalent in development related disciplines, economics or public policy or other social science fields.

Experience:

- A minimum of 15 years of extensive development experience that combines strategic and managerial leadership in aid development cooperation, some of which in gender and women's issues programming, at the international level, preferably in developing countries within the UN system, Agencies, Funds or Programs or UN Mission.

Language Requirements:

- Fluency in written and spoken English.
- Working knowledge of another UN official language is an asset.

Terms of Appointment

This is an FTA International Contract for at a D-1 level.

Location: Kabul



Kabul is the capital of the Islamic Republic of Afghanistan as well as the largest city of Afghanistan, located in the eastern section of the country. According to a 2015 estimate, the population of the city was around 3,678,034, which includes all the major ethnic groups. Due to rapid urbanization that has seen large-migration to the city, it is the 64th largest and the 5th fastest growing city in the world.

Between 1992 and 1996, a civil war between militant groups devastated Kabul and caused the deaths of thousands of civilians, serious damage to infrastructure, and an exodus of refugees. Since the Taliban's fall from power in November 2001, the Afghan government and other countries have attempted to rebuild the city.

Afghanistan's development is progressing within a climate of heightened political instability with the withdrawal of the international military presence in 2014 coinciding with Presidential elections. This has resulted in renewed fears around power sharing and growing social influence by the Taliban and the potential cost for Afghan women. It is therefore imperative that the international community and the Government of Afghanistan ensure that gender equality and women's empowerment receive the required attention during the transition period to sustain and expand the gains achieved. For the current planning cycle of 2013-2017, significant transitional events will occur within the political and security arenas that could negatively impact women if interventions are not made to ensure their active participation. Ensuring women's participation in elections, peace negotiations, and overall engagement in governance and government at national and subnational levels will help preserve gains made to date and create resiliency in those institutions responsible for Afghanistan's gender agenda.

Key Steps in the Selection Process

1. If you wish to be considered for this position, please forward a copy of your CV and a supporting letter in **Microsoft Word format**, along with any relevant documentation to Mr Lamaar Long llong@sri-executive.com or before the 11th of March 2016. All information will be in the strictest confidence as we pride ourselves on our professional service. We will revert to you as soon as feasible when we have reviewed your application.
2. During the recruitment process, SRI Executive Search will require your cooperation in completing a Competency Profile. You will also be required to participate in a number of telephone or Skype conversations with the team to ensure there is a clear understanding of the Terms of Reference and also an appropriate “fit” for you and the UN Women.
3. We will require that you provide us with full details of four people who are willing to act as a referee. We will not contact these referees without your express permission. Please note that reference checks maybe conducted prior to your face-to-face interviews.
4. Once we have the details of all those interested in going forward for this role, we will evaluate all applicants against the requirements of the role as outlined above. SRI will conduct a number of interviews with interested parties.
5. Should both the parties wish to proceed an interview with the Selection Committee will take place. The face-to-face interview with the committee will take place in New York. Please note a meeting with SRI Representatives may be required prior to this. You may be asked the terms and conditions that you would require for an offer to be acceptable to you.
6. After you meet with the Selection Committee, we will advise you of the Committee’s decision as soon as possible. At the selection stage should you be the preferred final candidate, our client will likely extend a verbal offer to you.

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