Terms of Reference: Programme Specialist (TA P3)

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| SECTION | Lagos Field Office |
| DIRECT SUPERVISOR | Chief Field Office |
| CONTACT DETAIL OF SUPERVISOR | Celine Lafoucriere |
| REQUEST DETAILS |
| FUNCTIONAL TITLE | Programme Specialist: Generation Unlimited  |
| DUTY STATION | Lagos, Nigeria | LGA: |
| GRANT | TBD |
| CONTRACT DURATION |  364 days |
| JUSTIFICATION |
| Generation Unlimited Nigeria (GenU Nigeria) is a public-private-youth partnership platform established to support adolescents and youth successfully transition from learning to earning. GenU Nigeria's goal is to support 20 M youth , aged 10-24, access to job related 21st Century skills and/or employment by 2030. GenU crowds in public and private partners as well as young people with the aim to co-create innovative solutions to be implemented by all partners at scale. It is a powerful partnership partform focused on unlocking all existing in-country, regional and global investments in support of empowering youth to play a positive role in their societies and the global economy. It unleashes the voices of young people, creates synergies between major actors and accelerates momentum towards achieving the Sustainable Development Goals. GenU Nigeria gives a special focus to adolescent girls and boys, young women and men and young people with specific needs, especially those at greater risk of being left behind, such as youth living with disabilities, young people on the move, young people affected by conflict and natural disasters, rural youth and youth from poor backgrounds. GenU Nigeria is committed to taking urgent action today so young people have the support they need to assume leadership roles tomorrow. To have maximum impact, GenU will focus on three priorities:**Digital skills and access to data:*** Adolescent girls and boys are supported to complete primary and secondary education with meaningful learning outcomes, including digital skills
* Out-of-school children (adolescent mothers, youth from poor households, youth living with disabilities, youth living in areas affected by conflict, youth on the mover, etc.) are supported to obtain accredited and flexible learning opportunities, including digital skills
* Schools and communities are connected to the internet and have access to data (through local hubs – school to school connectivity, etc.) with the support of GenU partners, such as GIGA, IHS, Airtel, MTN, etc.

**Skills for learning, employability and decent work:*** All Nigerian youth have access to opportunities to develop skills for learning, employability, entrepreneurship and active citizenship
* All Nigerian youth are supported to transition from learning/skilling to earning, through career guidance, opportunities for volunteering, internships and apprenticeships as well as -in fine- job placement
* All Nigerian youth have access to the Youth Agency Marketplace - **YOMA** – the dedicated GenU Nigeria digital marketplace for youth to build and transform their future by 1. engaging in social impact challenges, 2. Gaining access to GenU’s partners’ certified skills offer, 3. Gaining access to job-related opportunities and placement. YOMA will support youth to build and transform their futures by actively engaging in social impact tasks and learning & earning opportunities. YOMA will be an ecosystem solution that links young Nigerians with opportunities, provided by GenU Nigeria’s partners, such as private enterprises and educational institutions. YOMA will aim to identify, nurture and connect hidden talents (diamonds in the rough) using psychometric tools and dynamic experiential learning which allow for an individual - yet scalable growth journey. Through impact tasks and challenges, YOMA will accelerate local impact in areas such as education (e.g. youth facilitating e-enabled skills development of at-risk adolescents), entrepreneurship development (e.g. youth acquiring market-relevant skills, leadership abilities and knowledge) children’s health (e.g. youth facilitating immunization drives, working on environmental disease prevention), and climate change (e.g. youth planting trees, safeguarding healthy wetlands). As a market creating innovation, YOMA satisfies a global demand for SDG impact since youth can deliver on it, thus creating new opportunities. As young Nigerians engage in YOMA, their involvement and accomplishments (e.g tasks and learning activities) will be recorded on their profile allowing them to build a verifiable digital CV using blockchain. By means of privacy preserving AI and machine learning, young Nigerians will presented with growth choices (action/learning/skilling) that match their aspirations and talents. YOMA will further support young Nigerian be matched with job or entrepreneurial opportunities. This feature allows young people to build an alternative trust profile and demonstrate reliability and acquisition of skills complementing/supplementing formal education. The recognition and the listing of the tasks/activities they completed can boost young people’s self-esteem, thereby creating positive behavioral incentives to continue their growth journey. Lastly, young Nigerians will be rewarded through the Zlto, a digital token that can be redeemed for digital services (e.g. airtime or premium courses) or physical goods (e.g. bus tickets, basic commodities.). Recognising YOMA's innovative approach and its potential to scale – to benefit the cluster of countries made of Nigeria, Benin and Cote d'Ivoire - YOMA plans to accelerate results at scale, building evidence and business models for multi-country and multi-region scale. YOMA plans to reach over 2 million young people in Nigeria every two years with some form of soft skills, job-related skills, career guidance and livelihood opportunities

**Youth engagement and empowerment:** * UNICEF’s UReport programme will be scaled up to act as the vehicle of choice for GenU Nigeria to funnel youth towards YOMA and give them access to available skills and livelihood opportunities
* UNICEF’s Youth Challenge programme will be scaled up and tailored to be embedded on YOMA for Nigerian Youth, especially young adolescents and women, to gain greater opportunities to engage, including digitally, and voice their opinions on issues affecting them as well as gain the capacity to acquire entrepreneurship skills and financial support

**How can you make a difference?**Under the supervision of the Chief of Field office in Lagos, Nigeria, the incumbent will support UNICEF's catalytic role in the development of GenU Nigeria and the rollout of YOMA in Nigeria, Benin and Cote d’Ivoire.The Generation Unlimited Specialist will work closely with all GenU partners and internally at UNICEF, with all programme sections (particularly Innovation, Education, Child Protection, Nutrition, Health, WASH, Communication, Advocacy and Partnerships and M&E), CFOs and GenU focal points in focus Field Offices. This post will be key in ensuring UNICEF NCO plays a catalytic role in support of the GenU Secretariat successfully rolling out GenU Nigeria’s partnership, strategy and target achievement. She/he will be based in Lagos with 10-20% travel to selected focus states. |
| **MAIN RESPONSIBILITIES & TASKS** |
| **Task 1: Coordinate UNICEF’s contribution to the GenU Nigeria framework:*** Ensure that GenU Nigeria’s Strategy is integrated into UNICEF programme strategies and aligned to outcomes for children in education, health, nutrition, child protection, WASH, youth engagement and other relevant programme sections
* Support GenU Nigeria’s Secretariat to monitor implementation and progress of the GenU Nigeria strategic plan and ensure timely contribution from UNICEF NCO on agreed components
* Work as an integral part of GenU Nigeria’s national secretariat (UNICEF and TEF) in support of creating the public-private-youth partnership, organizing co-creation meetings with GenU Nigeria partners, supporting CAP with formalizing partnerships, support the organization of GenU Nigeria Board, Steering Committee and Task Forces meetings
* Support the creation and coordinate of GenU Nigeria’s Young People’s Action Team (YPAT) and support identification of Nigerian young champions (Influential young Nigerians, including celebrities, philantropists and young field experts) to participate in co-creating GenU Nigeria and sit on the GenU Board, Steering Committee and Task Forces
* Integrate the UNICEF’s Young People’s engagement programme, including Youth Challenge and UReport, in GenU Nigeria
* Oversee the Challenge Funds and ensure they contribute to GenU Nigeria
* Coordinate UNICEF Nigeria's contribution to GenU with the wider GenU partners, including other aligned UN agencies, and identify opportunities to scale for youth on skills and employability
* Coordinate with UNICEF NCO’s CAP section to ensure that marketing and communication of GenU Nigeria’s activities and progress is undertaken via media, social media and youth engagement
* Support CAP section and relevant sections develop of a resource mobilization strategy and funding proposals for NCO to support adolescent and young person development in line with GenU’s strategy
* Ensure regular progress reporting to the GenU Global Secretariat based in New York and coordination with the Regional Office with regard to knowledge sharing and integration of global good and best practices into the GenU Nigeria approach.
* Support the GenU Nigeria Lead in UNICEF Nigeria and maintain internal and external networks for the initiative
* Support the GenU Lead in representing UNICEF Nigeria at selected forums to promote the GenU Nigeria’s approach and support stakeholder engagement
* Perform other related duties as guided by the direct Supervisor

**Task 2: Lead the implementation of the Youth Agency Marketplace (YOMA) as part of GenU Nigeria** * Design and implement GenU Nigeria’s Youth Challenge through YOMA using a dynamic model that brings together young Nigerians to design innovative new solutions in support of education, skills, employment, entrepreneurship and youth engagement for scale and private sector investments
* Develop the YOMA strategy for the GenU Nigeria, Benin and Cote d’Ivoire and rollout plan to reflect priorities of young Nigerians aged 10-24, in support of preparing every young Nigerian to become productive and engaged members of society by being in some form of school, learning, training and/or employment by 2030
* Act as overall Focal Point for YOMA scale-up in UNICEF Nigeria, Benin and Cote d’Ivoire and maintain internal and external networks for the initiative
* Coordinate and implement the YOMA roll out in UNICEF Nigeria, Benin and Cote d’Ivoiret in close consultation with the YOMA Global team
* Conduct biannual lessons learned workshop for YOMA Nigeria, Benin and Cote d’Ivoire
* Lead the process of building YOMA Nigeria partnerships between national and local youth organisations to draw on collective expertise, planning and investment to support young people's meaningful participation, communication and advocacy (e.g., through dialogues, workshops and conferences), equipping them as problem-solvers & engaged members of society
* Coordinate stakeholder engagement process with development partners, government, specialised agencies, foundations, NGOs and private sector alongside young people engagement to contribute to GenU Nigeria based on their respective comparative advantage to expand opportunities for the empowerment and meaningful engagement of adolescents and young people and identify innovative, cutting-edge solutions for and with young people that are ready to be taken to scale on YOMA.
* Liaise with National Innovation Spealist on the technical development of YOMA with wider tech stakeholders
* In coordination with NCO Partnerships Manager and the UN SDG Platform, engage Industry Associations in defining and delivering an enhanced focus on youth skills and employability within their sectors
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| **OUTPUTS** |
| * Coordination, support and facilitation of the GenU Nigeria related activities with UNICEF, local/national/regional/international partner organisations and authorities is provided
* Support to UNICEF Nigeria with evidence-based results from GenU related meetings relevant to national, sub-national and local counterparts is provided
* Successful roll-out of YOMA in Nigeria under the GenU Nigeria framework is attained
* Completed YOMA integration into programs with UNICEF Benin and UNICEF Cote d’Ivoire under the UNICEF innovation funding mechanisms is attained
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| **DELIVERABLES** |
| * Strategy for effective implementation of GenU Nigeria at the national and focus state levels
* GenU Nigeria partner mapping
* YPAT created and young champions engaged
* Operational Strategy and monthly reports for YOMA Nigeria, Benin and Cote d’Ivoire with embedded links
* Regular meetings organized and key notes organized on SharePoint
* Progress and results reports for GenU Nigeria
* Lessons learned report (End of Contract)

**Performance indicators for the evaluation of results:*** YPAT created and initial meeting held maximum 2 months following incumbent’s arrival
* YOMA roll-out strategy for Nigeria, Benin and Cote d’Ivoire delivered 1 month following incumbent’s arrival
* Co-creation workshops: organize, coordinate and produce high-quality presentations and key notes once a month
* Management of GenU knowledge: keep key notes, reports and presentation available to all team and organized on the dedicated GenU Nigeria SharePoint
* Produce high-quality, timely reports and documents
* Communication with all stakeholders, demonstrating a sense of initiative, accuracy and accountability
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| **REQUIRED QUALIFICATIONS AND COMPETENCIES** |
| EDUCATION | * An advanced university degree in one of the following fields is required: International Development, Anthropology, Psychology, Sociology, Education or another relevant field.
* A minimum of five (5) years of relevant experience, at the national and international level working with children and marginalised youth in the global south, including on adolescent/youth/community engagement and innovation
* Experience with working Generation Unlimited globally or at national level will be an asset
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| LANGUAGE | English and French |
| SKILLS AND WORK EXPERIENCE | * Specialised training in youth, gender, diversity, community leadership and engagement, entrepreneurship, innovation and social, behavioural change is an asset
* Strong interpersonal, communication, public speaking, presentation, writing, critical thinking and analytical skills
* Fluency in English and French
* Previous experience in Africa is essential
* Experience in working with teams
* Good computer skills with software proficiency in Windows, Microsoft Office Suit (Word, Excel, PowerPoint, Outlook, OneNote)
* Previous positive work experience with UNICEF would be an advantage
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| REQUIRED COMPETENCIES | UNICEF's core values of Care, Respect, Integrity, Trust, and Accountability (CRITA) * 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)
* Drives to achieve impactful results (2)
* Manages ambiguity and complexity (2)
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| FUNCTIONAL COMPETENCIES | * Formulating Strategies and Concepts [ II ]
* Analysing   [ III]
* Relating and Networking [ II]
* Deciding and Initiating Action [ II]
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| **It is advantageous for the candidate to have:**  | * Comfortable skills talking to all levels of the organisation
* Understanding of community-based channels of influence, community-based communication and development, participatory rural appraisal (PRA) methodologies, and/or ethnographic research
* Knowledge of the Nigerian national and local government, health, education and youth structures is an asset
* Experience with monitoring and evaluation
* Experience giving user-based feedback to the development of software applications
* Previous experience with SMS-based campaigns, mobile phone or other technology applications
* experience working with development actors: donors, UN agencies, government ministries
* Knowledge of environment in which UNICEF operates, and understanding of the constraints of working in a developing-world environment
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