


<h1>Vacancy announcement</h1>		
<h2>UN JPO Programme</h2>		
<h3>JPO in Gender Affairs</h3>		
<i>Junior Professional Officer (JPO), Department of Peace Operations (DPO) / Office of Military Affairs (OMA)</i>		
		Closing date 17 May 2024 6 pm EST
<u>Vacancy Announcement # 22P135</u>		
I General information		
Title:	JPO in Gender Affairs	
Sector of Assignment:	Gender Affairs	
Country:	USA	
Location (City):	New York	
Agency:	United Nations Secretariat / Department of Peace Operations (DPO) / Office of Military Affairs (OMA)	
Duration of Assignment:	Initially 1 year (with possible extension for another year)	
Grade:	P2 step 1 in the first year	
<p>Note: This post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by France. Priority will be given to applications of persons from UN member states which are part of one of the 54 member states of the multilateral Francophonie.</p> <p>Candidates must be born on or after 31/12/1991 and before 01/01/2000.</p>		
II Duties, responsibilities and Output Expectations		
<p>Within delegated authority, the Junior Professional Officer will be responsible for the following duties:</p> <p>The Junior Professional Officer on Gender Affairs will be attached to the Policy and Doctrine Team of the Office of Military Affairs. He/ she will be responsible for providing lead support for the implementation of all gender-related activities of the Office of Military Affairs and will do so under the supervision of the Capability Development Officer (Gender Specialist), Policy and Doctrine Team and the Chief of Staff, Office of Military Affairs. Acting as liaison between the Gender Unit and the Office of Military Affairs, he/ she will:</p> <ul style="list-style-type: none"> • Supports and guides the implementation of UN Security Council Resolutions, policies, strategies and action plans on gender equality and parity 		

- In the context of the DPPA-DPO “Building Our Pillar” initiative, supports the Office of Military Affairs with the implementation of departmental guidance and activities on gender and other inclusion issues
- Contribute to the planning and organization of policy, review dialogues and workshops to facilitate implementation of gender equality and parity objectives in the work of Office of Military Affairs
- Contribute to the preparation and submission of military component input to gender and peace operations reporting requirements for both internal and external audiences
- Contribute to the collection of good practices on gender-sensitive military operations to inform policy decisions of the Office of Military Affairs
- Supports the drafting, edition and provides substantive results-based inputs for periodic reports, briefings and speeches on women, peace and security, women in peacekeeping and other inclusion issues at strategic and operational levels
- Supports the development linkages between of gender related training strategies for all peacekeepers: civilian, police and military
- Respond to requests and assist with day-to-day backstopping support to military component gender focal points in various peace missions
- Engage and advocate with Member States to promote and increase deployment of women military officers at all levels in peace and political UN missions
- Conducts substantive research and analysis of gender issues, utilizing analytical monitoring and evaluation processes, including indicators and benchmarks, to ensure measurement of progress in gender parity targets
- Collaborates with key stakeholders, including Member States, UN entities, civil society and other organizations and coordinates with them through participation in relevant interdepartmental and inter-agency mechanisms and forums for coordination, as well as with relevant regional organizations, national institutions and NGO's
- Performs other duties as required

III Training component: Learning elements and expectations

On completion of the assignment, the JPO will have/be able to:

- Undertake policy-based research with particular expertise on research related to gender issues in peace operations.
- Prepare progress reports for the Office of Military Affairs, including documentation of lessons learnt, and expand skills for information management and dissemination.
- Draft project proposals and budgets according to UN standards.
- Assist in the undertaking of public advocacy and representational activities for wide audiences.
- Maintain good communication networks across different departments and substantive areas and between headquarters and field-based staff

IV Supervision

Title of Supervisor:

Capability Development Officer (Gender Specialist), Policy and Doctrine Team

Content and methodology of supervision: Establishment of a Work Plan: During the first month of the assignment, the Junior Professional Officer (JPO) will work jointly with his/her direct supervisor to finalize an agreed upon work plan. The final work plan will be discussed and mutually agreed to by the JPO and his/her supervisor.

Evaluation: The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to evaluate of the JPO's performance.

V Required Qualifications and Experience

Education:

Advanced university degree (Master's degree or equivalent) in the field of Social Sciences, International Relations, Political Affairs or related field. Graduation from a military academy is preferable but not mandatory. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

Working experience (incl. internships and volunteering):

Minimum two years of work experience in gender, human rights or related areas.

Field experience and knowledge of peacekeeping, peace building, and peace support operations is essential.

Other skills:

Awareness of gender, rule of law or human rights issues. Professional competencies related to creativity, teamwork, communication, client-orientation, planning and organizing and commitment to continuous learning.

Languages:

English and French are the working languages of the UN Secretariat. For this position, fluency in English and French is required. Knowledge of another UN official language is desirable.

UN competencies:

PROFESSIONALISM: Shows pride in work and in achievements; Demonstrates professional competence and mastery of subject matter; Is conscientious and efficient in meeting commitments, observing deadlines and achieving results; Is motivated by professional rather than personal concerns; Shows persistence when faced with difficult problems or challenges; Remains calm in stressful situations; Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

COMMUNICATION: Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify, and exhibits interest in having two-way communication; Tailors language, tone, style and format to match the audience; Demonstrates openness in sharing information and keeping people informed

TEAMWORK: Works collaboratively with colleagues to achieve organizational goals; Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; Places team agenda before personal agenda; Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; Shares credit for team accomplishments and accepts joint responsibility for team shortcoming

PLANNING & ORGANIZING: Develops clear goals that are consistent with agreed strategies; Identifies priority activities and assignments; adjusts priorities as required; Allocates appropriate amount of time and resources for completing work; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently.

Workforce Diversity

The United Nations believes that an inclusive culture attracts the best talent and encourages all qualified applicants, regardless of gender, disability, sexual orientation, cultural or religious backgrounds, to apply.

VI Background information on Agency/Department/Section

One of the Secretary-General's top priorities when he took office in January 2017 was to address the various initiatives to achieve gender parity across the United Nations system over the next few decades. He realized that, although progress had been made in some areas, urgent attention was needed.

"This goal is not just about numbers, but about transforming our institutional culture so that we can access and capitalize on our full potential. It is about creating a working environment that embraces equality, eradicates bias and is inclusive of all staff," writes the Secretary-General in his letter sent to staff on 13 September 2017 to announce the launch of the System-wide Strategy on Gender Parity.

While gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys, gender parity is another term for equal representation of women and men in a given area. Working toward gender parity is a key part of achieving gender equality.

The Department of Peace Operations is mandated to plan, prepare, manage and direct UN peace and political operations so that they can effectively fulfill their mandates under the overall authority of the Security Council and General Assembly, and under the command vested in the Secretary-General. The Policy and Doctrine Team assists in the planning, conduct and management and support of UN peace and political operations by learning from experience, problem solving and transferring best practices in United Nations peace operations.

DPO's Office of Military Affairs is made up of three services and three teams: The Military Planning Service, Force Generation Service, Current Military Operations Service, Military Performance Evaluation Team, Assessment Team and Policy and Doctrine Team. The Office's main priorities are twofold: policy and strategy development and field mission management.

In carrying out its mandated tasks of maintaining ceasefires, separation of forces, protection of civilians and helping to lay the foundations for a sustainable peaceful environment, the Office of Military Affairs works to ensure the integration of a gender perspective in the work of military components in UN peace and political operations. To support gender mainstreaming efforts, contingents in UN peace and political operations are being encouraged to appoint a Military Gender Associate to assist staff of the Mission's Gender Units. At headquarters, the Office of Military Affairs actively engages in advocating with Member States to nominate more uniformed female officers for deployment in field missions.

The JPO on Gender Affairs in the Department of Peace Operations will be appointed to this position as soon as possible in 2022 -2023 (the position is available as of October 2022). He/She is responsible to support the office at four main levels:

- i) overseeing the development of relevant policies and guidance to facilitate the integration of a gender perspective in peace operations;
- ii) providing support to the gender focal points in DPO-DPPA peace and political missions;
- iii) documentation of best practices and lessons learnt on gender and peacekeeping;
- iv) establishing and maintaining strategic partnerships with key stakeholders and actors within and outside of the UN.

VII How to apply

Applicants should submit their application electronically directly to the Organization.

Applications must be submitted in English.

Candidates who would like to apply should do so **online** via :

<https://owa.undesa.it/oas/oas.aspx?CMD=START&CP=13>

Applications must be received no later than **17 May 2024, 6.00 pm (Eastern Time UTC-5, New York USA)**. Applications received after this date will not be considered. Applicants will receive a confirmation of receipt.

Only short-listed candidates will be contacted thereafter.