

If you are an experienced technical gender specialist with strong credentials in rigorous programme design, implementation and evaluation, and have a passion for advancing gender equality and making a lasting difference for women, children and adolescents, UNICEF wants to hear from you!

UNICEF is currently implementing its Gender Action Plan 2014-2017 (GAP), which is an ambitious effort at catalyzing field level programming and results that advance gender equality and the empowerment of women and girls in key areas of UNICEF's work. The GAP specifies four targeted priorities—*ending child marriage, promoting gender-responsive adolescent health, advancing girl's secondary education, and addressing gender-based violence in emergencies*. It also provides a gender focus on key results in the seven sectoral areas of UNICEF's work. In relation to this new Gender Action Plan, UNICEF is currently recruiting for Gender Programme Specialists at the P-4 and P-3 levels for its Gender Talent Groups.



Talent Group candidates should have the following minimum qualifications:

- Advanced university degree (Masters or higher) in the social sciences (i.e. sociology, demography, psychology, political science, social policy or economics), public health, public policy, public administration, international development, or in an area relevant to UNICEF's sectoral work (e.g. Health, Nutrition, WASH, Education, Child Protection, Social Inclusion, HIV/AIDS, etc.). Academic credentials in gender are a strong asset.
- A minimum of 8 or more years (for P-4 candidates) or 5 or more years (for P-3 candidates) of progressively responsible professional experience and a demonstrated track record of having undertaken and led substantive programming and research on gender in key issue areas that are the focus of UNICEF's Gender Action Plan—especially the Targeted Priorities and a focus on adolescents. For P-4 Candidates, leadership on programme and/or research initiatives should be clearly demonstrated. Approximately half of all work experience should be at the international level. Experience in emergency response is an asset.
- Experience in designing, implementing, managing, and delivering results-based programmes/projects on gender or any other cross cutting programme, especially at country/field level.
- Fluency in English required. Fluency in another UN language is an asset.

Talent Groups at UNICEF are exclusive lists of pre-vetted, highly qualified professionals intended to fast-track the recruitment process as positions become available. After a rigorous selection process, successful candidates will be placed in a Talent Group at either the P-4 or P-3 level. While placement in a Talent Group does not guarantee a position with UNICEF, candidates in a Talent Group may be considered for P-4 or P-3 level vacancies for Gender Programme Specialists as they become available with UNICEF globally.

For more information and to apply for a Gender Talent Group at the P-4 or P-3 level, please click [here](#) by the deadline of 8 January 2016 (11:59 p.m. EST). Please note that only short-listed candidates will be contacted.

For any specific queries, you may also contact talentgroups@unicef.org.