



A. General Information

JPO functional title: Programme Analyst, Midwifery

Main sector of assignment: Maternal Health Unit, Sexual and Reproductive Health and Rights

Country and Duty Station: Johannesburg, South Africa (East & Southern Africa Regional Office)

Duration of assignment: One-year fixed-term appointment, renewable at least once, subject to satisfactory performance.

The UNFPA Junior Professional Officer (JPO) Programme is intended to provide on-the-job training for young professionals who wish to obtain practical experience in development assistance. It gives them an opportunity to acquire professional knowledge in population projects in a developing country.

B. Supervision

Name of Supervisor: Muna Abdullah

Title/Level of Supervisor: Health Systems Specialist, P-4

C. Information for Donor Consideration

1. How could the work experience in your particular work unit and the proposed ToR benefit the JPO's possible retention and career advancement in the UN System or UNFPA?
Participation as a JPO with UNFPA at a regional level offers the candidate a unique opportunity to gain experience across a diverse range of country contexts. These include development, fragile and humanitarian contexts. Exposures to these varied settings will enable the JPO to apply and adapt their technical expertise to practical challenges and strengthen their ability to translate theory into practice. This experience will broaden the JPOs understanding of complex programming landscapes and enhance their professional skills increasing effectiveness and competency to intervene in similar regional and global contexts.
2. Does the supervisor have experience managing and coaching a young professional, and for how many years?
The supervisor has managed many staff and consultants working on maternal health at UNFPA ESARO. She supervised a JPO (funded by Sweden) in his third year, who subsequently became part of the unit.
3. Is the work unit expected to undergo a realignment or currently in the process of realignment?
The maternal health unit is an integral part of the Integrated Sexual and Reproductive Health (ISRH) team at UNFPA ESARO. Despite the ongoing realignment of the regional office, the new structure has maintained the maternal health unit as a core component of the ISRH team.
4. Subject to satisfactory performance, could the work unit co-fund (50-50) the JPO post in the final year of assignment?
UNFPA ESARO potentially could co-fund the JPO after a satisfactory completion of the



assignment. Although, this will depend on availability of funding.

5. How many P-2, P-3, and P-4 posts does the work unit currently have?

The Maternal Health Team currently consists of the supervisor, who is a P-4 level and another international staff member (P-3 level). The maternal health team is part of the wider integrated SRHR Unit, which consists of the family planning and youth teams and has several international and national staff members at different levels (Four P-4 level staff and five P-3 level staff) coordinated by the Coordinator of the ISRH Unit (P-5 level).

D. Duties and Responsibilities

1. Technical Support on strengthening Midwifery programme

- Support the development and implementation of regional initiatives to roll out the Midwifery model of Care (MmOC) and strengthen midwifery education, regulation, and practice. Particular emphasis is given to address the needs of vulnerable populations such as adolescents and young women, humanitarian context, women with disability etc.
- Contribute to technical guidance and support for countries to align midwifery training and practice with global standards.
- Support initiatives aimed at improving the availability, quality, and deployment of midwives across the region.
- Contribute to the promotion and execution of emerging innovations such as the use of AI to enhance midwifery education, association, regulations and practice.

2. Programme Support and Coordination

- Assist in coordinating regional maternal and newborn health programmes with a strong midwifery component.
- Support implementation of regional projects and partnerships aimed at improving access to RMNCAH, particularly skilled birth attendance and quality obstetric care.
- Facilitate collaboration with various units within ESARO and with country offices in ESAR to support national midwifery strategies and workforce development.
- The JPO will participate in engagements with technical teams from other UNFPA regions and headquarters, sister UN agencies, and key regional and global stakeholders, including the World Health Organization, the International Confederation of Midwives, professional associations, academic institutions, and development partners.

3. Partnerships and Stakeholder Engagement

- Support collaboration with regional and global partners including the World Health Organization, the International Confederation of Midwives, regional professional associations, academic institutions, and development partners.
- Assist in strengthening regional networks of midwifery associations and professional bodies.
- Contribute to regional dialogues, meetings, and technical working groups related to maternal health and midwifery.

4. Knowledge Management and Evidence Generation

- Support documentation of best practices and lessons learned from midwifery initiatives in the region, particularly as they relate to adolescents and young women.
- Contribute to regional reports, policy briefs, and knowledge products related to maternal, newborn and adolescent health and midwifery.
- Assist in monitoring regional progress on key maternal health indicators and midwifery workforce development.

5. **Advocacy and Communication**

- Support advocacy efforts to raise the profile of midwifery within national health systems and regional health agendas.
- Contribute to the development of communication materials highlighting the role of midwives in improving maternal and newborn health outcomes.
- Support regional observances and campaigns related to maternal health and midwifery.

E. **Qualifications and Experience**

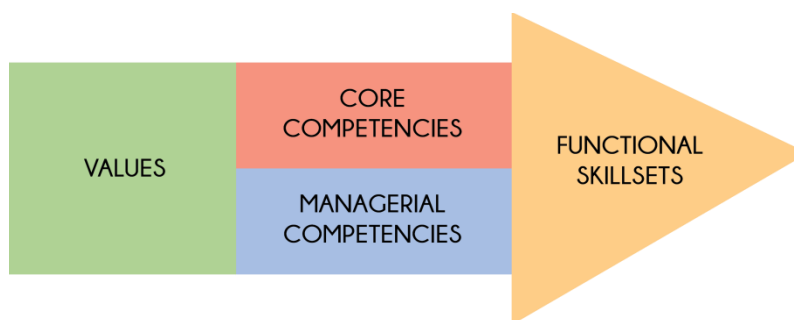
- Postgraduate degree in the field of public health, midwifery, nursing, medicine, pharmacy, or other development fields.
- At least 2 years of experience in sexual and reproductive health and preferably in maternal health. Prior experience in developing countries is an asset.
- Fluency in English. Knowledge of other working languages of the UN is an asset.
- Ability to write clearly and concisely.
- Initiative, sound judgment and demonstrated ability to work harmoniously with staff members from different national and cultural backgrounds.

F. **Learning Elements**

Upon completion of the two-year assignment, the JPO will be able to:

- Appraise and prepare projects addressing reproductive health, midwifery, advocacy, youth empowerment and health systems strengthening.
- Write assessment reports on the subject of sexual and reproductive health, maternal health, midwifery and midwifery model of care and health systems strengthening.
- Monitor progress in alleviating maternal and neonatal death using EMONC monitoring and MPDSR tools.
- Prepare project budgets on the basis of anticipated needs, donor support and government engagement.

G. **Required Competencies**



Values: Exemplifying integrity, Demonstrating commitment to UNFPA and the UN System, Embracing cultural diversity, Embracing change.

Core Competencies: Achieving results, Being accountable, Developing and applying professional expertise/business acumen, Thinking analytically and strategically, Working in teams/managing ourselves and our relationships, Communicating for impact



Functional Skill Set: Experience in SRHR, midwifery or public health systems strengthening; proven technical, analytical and writing skills.

H. Background Information

Information on the receiving office:

UNFPA, the United Nations Population Fund, is the lead UN agency for delivering a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. UNFPA supports: Reproductive health care for women and youth in more than 150 countries, home to more than 80 per cent of the world's population; The health of pregnant women, especially the 10-15 million who face life-threatening complications each year; Reliable access to modern contraceptives sufficient to benefit 20 million women a year; Training of thousands of health workers to help ensure at least 80 per cent of all childbirths are supervised by skilled attendants; Prevention of gender-based violence, which affects 1 in 3 women; Abandonment of female genital mutilation, which harms 3 million girls annually; Prevention of teen pregnancies, complications of which are a leading cause of death for girls 15-19 years old; Efforts to end child marriage, which could affect an estimated 70 million girls over the next 5 years; Delivery of safe birth supplies, dignity kits and other life-saving materials to survivors of conflict and natural disaster; and Censuses, data collection and analyses, which are essential for development planning.

UNFPA ESARO works with governments, regional bodies, professional associations, and partners such as the World Health Organization and the International Confederation of Midwives to strengthen midwifery education, regulation, and leadership. These efforts aim to expand access to skilled birth attendants and quality maternal and newborn care across the region, contributing to improved health outcomes and progress toward universal access to sexual and reproductive health services.

The incumbent JPO will work within the integrated SRHR Team, focusing on midwifery within the broader maternal health and SRHR work and working closely with other teams such as family planning, youth and gender under the overall guidance of the Coordinator of the iSRHR Unit. The maternal health team currently consists of two international staff.

Family / Non-family Duty Station– means that you are not allowed to bring any family members:

Johannesburg is a Family Duty Station.

Living conditions at the Duty Station:

The United Nations Population Fund's East and Southern Africa Regional Office in Johannesburg offers a comfortable and well-supported living environment for a Junior Professional Officer. The city has a wide range of good-quality housing options, from secure apartment complexes to houses in well-serviced neighborhoods. Johannesburg enjoys a mild, sunny climate with warm summers and generally dry, pleasant winters. Access to high-quality private medical care is excellent, with well-equipped hospitals and specialists widely available. While security requires normal urban precautions, many residential areas and offices operate within secure compounds and gated communities. Johannesburg is also a major hub for international organizations, including UN agencies and NGOs, which creates employment opportunities for spouses and partners, alongside possibilities in the local labor market.