

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT
Junior Consultant (GS1)

Hiring Office:	UNFPA Botswana
Purpose of consultancy:	<p>UNFPA works to expand the possibilities for women and young people to lead healthy sexual and reproductive lives. UNFPA accelerates progress towards achievement of the three transformative results. Advancing the rights and choices for all adolescents and youths to make informed choices over their own bodies and prevent HIV infections, STIs and unintended pregnancies as outlined in the Country Programme 2022 – 2026. To fully accelerate the principle of Leaving no one behind and reaching the furthest behind first, the CO supported delivery of interventions for disabilities. Through the flagship programme on disability the CO champions Sexual Reproductive Health and Rights (SRHR) with the UNCT and beyond. The programme responds to challenges that limit their access to sexual and reproductive health (SRH) and GBV information and services. In addition, the CO is among the 8 countries in the SADC region implementing the exit phase of the SYP programme (2023 – 2026). The programme seeks to advance the SRHR of adolescents and young people in Botswana.</p> <p>The primary focus of the programme component are; a) providing technical assistance to relevant ministries to operationalize global, regional commitments on SRHR for vulnerable populations; b) implementation of quality youth programme components; c) facilitate engagement of persons with disabilities in policy dialogues and programming; and advocate for; d) investing in a disability - responsive legal and policy environment; e) quality delivery of integrated SRH, HIV and GBV programmes for persons with disabilities; availability of adequately disaggregated data (<i>including by type of disability</i>); f) enhancing youth leadership and meaningful engagement in policy dialogues and programming.</p> <p>To realise the ambition on disability inclusion, and to advance the above programme components, UNFPA Botswana is seeking for a Junior Consultant to support delivery of the youth and disability programmes.</p>

<p>Scope of work:</p> <p><i>(Description of services, activities, or outputs)</i></p>	<p>Specifically, the consultant will do the following:</p> <ul style="list-style-type: none"> • Support the overall implementation of the Safeguard Young People programme • Provide support to national partners towards the successful mainstreaming of disability in their programmes. • Support national progress reporting for regional and international commitments. • Support meaningful engagement of young people in policy and programming, Using an intersectional approach. • Actively contribute to the operationalization and domestication of the 2030 ESA Commitment • Support training of key stakeholders on Human Rights Based and disability inclusive programming. for persons with disabilities. • Support the development of SRH resource package for traditional leaders. • Provide technical guidance to CO programme components to fully include and prioritize persons with disabilities. • Review the inclusiveness of the relevant policies to ensure alignment with national disability frameworks and the Convention on the Rights for Persons with Disabilities (CRPD). <ul style="list-style-type: none"> • Support meaningful engagement of persons with disabilities in the Country Programme evaluation process. • Support input into and draft high-quality briefing notes, reports and articles on programmes components as required. • Support the UNCT, ESA regional office and UNFPA headquarters on championing disability inclusion as required. • Perform any other tasks as directed by supervisors
<p>Duration and working schedule:</p>	<p>01 February to - 31 December 2025</p>
<p>Place where services are to be delivered:</p>	<p>Gaborone</p>
<p>Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):</p>	<p>The consultant will be based in Gaborone Country office.</p>
<p>Monitoring and progress control, including reporting requirements, periodicity format and deadline:</p>	<p>Consultant shall submit monthly reports detailing work done, milestones and achievements.</p>

Supervisory arrangements:	Consultant shall work under the immediate supervision of the Programme Specialist (Youth) Specialist and overall supervision of the Head of Office
Expected travel:	Yes
Required expertise, qualifications and competencies, including language requirements:	<p>Qualifications and Expectations</p> <ul style="list-style-type: none"> • A Bachelor Degree in Public Health, Social Work or other related Social Science. • Minimum 4 years of professional experience related to people with disabilities, Human Rights Based programming. • Strong analytical and programme formulation skills on disability inclusion, LNOB and HRBA. • Good network with organisations working persons on disability inclusion. • Good knowledge of UNFPA mandate, background, ongoing and upcoming programs, or ability to learn quickly, • Ability to work in an intense and high-paced working environment, produce quality work and take initiative. • Ability to work effectively and harmoniously in a team. • Ability to work independently whilst maintaining a high level of quality • Volunteer experience on youth programme is an added advantage. • Excellent knowledge of English.
Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:	Office space, laptop
Other relevant information or special conditions, if any:	Priority will be given to a candidate with a disability.
<p>Signature of Requesting Officer in Hiring Office:</p> <p>Date:</p>	