

# National Consultant -LVC, Formative assessment of UNICEF supported green skills interventions, Sri Lanka, 4 months, Sri Lankan nationals only- Home base

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**Job no:** 578113

**Contract type:** Consultant

**Duty Station:** Colombo

**Level:** Consultancy

**Location:** Sri Lanka

**Categories:** Research, Planning, Monitoring and Evaluation

UNICEF works in some of the world's toughest places, to reach the world's most disadvantaged children. To save their lives. To defend their rights. To help them fulfill their potential.

Across 190 countries and territories, we work for every child, everywhere, every day, to build a better world for everyone.

And we never give up.

## For every child, *Results*

UNICEF works to protect the rights of every child in Sri Lanka. Our goal is to ensure that all of our children survive, thrive and fulfill their vast potential.

In a world that is rapidly changing, children are faced with complex challenges and unprecedented opportunities. UNICEF's programs are designed to reach and benefit all children so that they can withstand these challenges, leverage these opportunities and be the drivers of their own destiny.

UNICEF is committed to creating a country in which every child is free to learn, play and grow. Our programs work towards providing all children in Sri Lanka with shelter, nutrition, protection and education, wherever they may be. We strive to create communities in which children can live with dignity and hope, free from discrimination, violence and fear.

We make every effort to create and maintain environments that will enable and empower children to be the very best that they can be.

In this way, all children will not only benefit from economic and social growth but will become the driving force behind sustainable national development.

For over 50 years, with the help of our vast network of partners, UNICEF has made significant strides in raising health, education and protection standards for children in Sri Lanka. From achieving Universal Child Immunization (1989) to establishing The National Child Protection Authority (1998) to providing decades of crucial relief in the wake of devastating conflict and natural disaster, UNICEF has played a pivotal role in creating an environment in which children have the best chance to survive and thrive.

Yet, many challenges still exist, especially for the most vulnerable. Some national and regional bodies require resources and reinvigoration. Individuals and institutions need to be strengthened, coordinated and aligned with global standards so that children enjoy support in their schools, communities and homes to help them overcome challenges and unleash their full potential into the world.

Due to our long-standing reputation as an experienced, neutral and collaborative partner, UNICEF is ideally suited to drive these efforts. Our history of success in Sri Lanka is built on our ability to tap into a wide network of national and international partners which, in turn, is bolstered by our own far-reaching presence in the field. In working closely with these government, non-government and private entities, UNICEF takes a leadership role, drawing on our technical expertise to accurately assess existing challenges and develop, execute and coordinate solutions that are relevant and scalable on the ground. For more information about UNICEF Sri Lanka and its work visit: <http://www.unicef.org/srilanka>

## How can you make a difference?

### Purpose of the Assignment:

This formative assessment aims to provide a situation analysis of the current landscape of green skills development in Sri Lanka, identifying existing opportunities, gaps, and systemic enablers. It seeks to inform UNICEF's strategic positioning in this emerging area by offering actionable recommendations for future programming and advocacy.

The assessment will evaluate the relevance, effectiveness, scalability, and sustainability of two UNICEF-supported interventions closely related to green skills, as well as their alignment with national priorities and global frameworks. Furthermore, where feasible, it will analyze these interventions against the OECD-DAC evaluation criteria, focusing on performance, lessons learned, and potential contributions to advancing sustainable, inclusive development.

By adopting a forward-looking approach, this exercise aims to strengthen UNICEF's contribution to equipping young people with green skills and enhancing their capacity to thrive in a greener economy.

The formative assessment aims at:

1. Gain insight into the local dynamics and specific needs of adolescent, with a focus on distinguishing needs based on gender, special needs and other relevant characteristics.
2. Identify data and evidence gaps related to green skills and recommend targeted actions to address these gaps.
3. Better understanding the nature, context, design and the different target populations of UNICEF interventions in this area, including the relevance of skills in the job market.
4. Assess the performance and strategic alignment of two UNICEF programs.
5. Assess the extent to which models are scalable and sustainable and identify characteristic for those that are more likely to be scaled and sustained.
6. Advancing organizational learning and inform future program design and policy recommendations to enhance the effectiveness in implementing green skills initiatives,

The findings from this formative assessment will provide valuable insights that can guide UNICEF and its partners in strengthening and expanding their efforts to equip young people with the skills and opportunities needed to drive sustainable development and climate action.

### Scope of Work:

The local consultant will analyze the country data and UNICEF interventions in this area (2 interventions) to capture the unique contexts and challenges faced by young people in Sri Lanka. The Sri Lanka case studies will then be further analyzed at the regional level to identify common trends, challenges, and best practices by an international consultant. The local consultant will lead the data collection, analysis and reporting of the Sri Lanka case study. This case studies will be overseen by the international consultant who will also support the development of key questions, and data collection tools, ensuring coherence and providing essential expertise on the assessment approach.

Primary users will be the UNICEF management at the region and country level as well as key national partners. The report is intended to be published.

The formative assessment will adhere to the OECD-DAC criteria, with a particular emphasis on incorporating a gender and disability dimensions into the analysis. For example, gender-sensitive criteria will be employed to ensure that the needs and perspectives of both male and female youth are adequately addressed. Given the objectives of this formative assessment and the need to focus on immediately actionable information, impact and efficiency will not be assessed in the case studies or the regional synthesis.

Data Collection Methods:

1. Desk review of the currently available literature covering the evaluation questions in Sri Lanka.
2. Interviews and focus group: Key informant interviews and focus groups will be conducted with key partners, stakeholders, and beneficiaries in Sri Lanka.

### Ethical considerations:

Consultants involved in the assessment must ensure the absence of conflicts of interest and proactively declare any potential risks of bias. The assessment process must uphold impartiality and independence, safeguarding against undue influence. To adhere to the highest ethical standards, all consultants are required to sign and comply with the United Nations Evaluation Group (UNEG) Code of Conduct for Evaluation. This includes maintaining confidentiality, respecting stakeholders' rights, and ensuring a transparent and inclusive evaluation process. Additionally, any primary data collection involving beneficiaries or adolescents must secure ethical clearance from an independent ethical review board.

### Deliverables:

Development of an inception report - Presentation in PPT form and a report in English

Data collection - Detailed presentation with key findings, recommendations and comprehensive lessons learned

Analysis and reporting - Draft report and final report in English

## To qualify as an advocate for every child you will have...

### Education:

Masters Degree in Social sciences, economics, development studies, disability studies evaluation or related fields.

### Knowledge/Expertise/Skills required

- A minimum of ten years of proven experience in evaluation and programme reviews.
- Knowledge of methods and approaches in evaluation.
- Experience in applying both quantitative and qualitative methods and ability to effectively communicate data and analysis.
- Experience in working on green skills and climate change topics.
- Strong experience in writing reports, documentation to convey programming efforts.
- Experience with the ethics of evidence generation; familiarity with ethical safeguards.
- Excellent written and oral communication skills in English required as well as local language for data collection.

Desirable:

- Experience of working in the South Asia region.
- Knowledge and exposure to UNICEF programming in the areas of Climate Change, WASH, Education, Social and Behavior Change, Gender, Adolescent and Youth Development, and Health will be an advantage.

**Start date:** January 2025

**Duration:** 4 months

### How to apply:

Qualified candidates are requested to submit a resume and other relevant documents

Please complete your profile in UNICEF's e-Recruitment system.

[https://www.unicef.org/about/employ/index\\_consultancy\\_assignments.html](https://www.unicef.org/about/employ/index_consultancy_assignments.html)

Please indicate your ability, availability and fee/rate to undertake the terms of reference above. (Indicate an all-inclusive fee (including lump sum travel, IT accessories, Internet and subsistence costs, as applicable) to undertake the tasks in the Terms of reference. Office 365 license will be provided by UNICEF, as applicable)

Applications submitted without a fee/rate will not be considered

### For every Child, you demonstrate:

UNICEF's values of Care, Respect, Integrity, Trust, Accountability, and Sustainability (CRITAS).

To view our competency framework, please visit [here](#).

UNICEF is committed to [diversity and inclusion within its workforce](#), and encourages all candidates, irrespective of gender, nationality, religious or ethnic background, and persons with disabilities, to apply to become a part of the organization. To create a more inclusive workplace, UNICEF offers paid parental leave, breastfeeding breaks, and reasonable accommodation for persons with disabilities. UNICEF strongly encourages the use of flexible working arrangements. Click [here](#) to learn more about flexible work arrangements, well-being, and benefits.

According to the UN Convention on the Rights of Persons with Disabilities (UNCRPD), persons with disabilities include those who have long-term physical, mental, intellectual, or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others. In its Disability Inclusion Policy and Strategy 2022-2030, UNICEF has committed to increase the number of employees with disabilities by 2030. At UNICEF, we provide [reasonable accommodation](#) for work-related support requirements of candidates and employees with disabilities. Also, UNICEF has launched a Global Accessibility Helpdesk to strengthen physical and digital accessibility. If you are an applicant with a disability who needs digital accessibility support in completing the online application, please submit your request through the accessibility email button on the UNICEF Careers webpage [Accessibility | UNICEF](#).

UNICEF does not hire candidates who are married to children (persons under 18). UNICEF has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UNICEF, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination based on gender, nationality, age, race, sexual orientation, religious or ethnic background or disabilities. UNICEF is committed to promote the protection and safeguarding of all children. All selected candidates will, therefore, undergo rigorous reference and background checks, and will be expected to adhere to these standards and principles. Background checks will include the verification of academic credential(s) and employment history. Selected candidates may be required to provide additional information to conduct a background check, and selected candidates with disabilities may be requested to submit supporting documentation in relation to their disability confidentially.

### Remarks:

Only shortlisted candidates will be contacted and advance to the next stage of the selection process.

Individuals engaged under a consultancy or individual contract will not be considered "staff members" under the Staff Regulations and Rules of the United Nations and UNICEF's policies and procedures, and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Determinants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.

The selected candidate is solely responsible to ensure that the visa (applicable) and health insurance required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.

If you think this position might be for you, please take the time to review our Country Office [Mutual Agreements](#) before you apply.

If you believe you can team member that can uphold these everyday, then we look forward to receiving and reviewing your application.

**Advertised:** 23 Dec 2024 Sri Lanka Standard Time

**Deadline:** 05 Jan 2025 Sri Lanka Standard Time