



Internal/External Vacancy Announcement

Vacancy No: VA/FPA/SOM/08-03/2017
Post Title: Photographer
Type of Contract: Individual Consultant
Duty Station: Nairobi
Duration: 4 Months
Date of Issue: 18/8/2017
Closing Date: 25/8/2017
Organizational Unit: UNFPA Somalia Country Office

The United Nations Population Fund is an international development agency that promotes the right of every woman, man and child to enjoy a life of health and equal opportunity. UNFPA supports countries in using population data for policies and programmes to reduce poverty and to ensure that every pregnancy is wanted, every birth is safe, every young person is free of HIV/AIDS, and every girl and woman is treated with dignity and respect.

Justification:

UNFPA Somalia Office seeks to document its country programme interventions and programmes as well as humanitarian response initiatives in light of the ongoing drought. The photographs obtained in the documentation process will lead to a reliable photo library and the production of a coffee table book for the country office. In view of this, UNFPA Somalia Office, would like to engage a photographer who will work with UNFPA within a period of one month, when required, to visit projects inside Somalia and provide professional photographic coverage of different UNFPA-related activities in digital format. The photographs will be in still and video format.

Duties and Responsibilities:

Under the guidance of the Communications Specialist, the Consultant will work closely with programme colleagues, to perform the following tasks:

- To provide digital color and black & white (as needed) photographic coverage for UNFPA Somalia Promotional materials, website, publications, social media platforms and campaigns
- The photos should be of high quality and resolution so that they can be used for various purposes including on billboards, if needed
- The consultant is requested to produce photos according to the needs of UNFPA Somalia office Throughout the consultancy period

Areas to be considered

The Consultant is expected to maintain, at all times, demeanor and behavior consistent with highest journalistic and ethical standards aligned with UNFPA principles. The Consultant may be required to work closely with a Writer and/or UNFPA staff. UNFPA uses images for a variety of purposes, requiring that digital images be of sufficient quality – resolution – to ensure quality print, as well as web, reproduction. This requires image files that, when opened, are usually displayed at three or four times the size of a 17”



monitor. At the same time, large image files must be compressed to transmit efficiently. Digital originals, images should be SHOT at the highest possible resolution that the camera permits.

To achieve the objective of the assignment, the Consultant will:

- Successfully capture and emotionally express the core elements of the situation assigned for coverage;
- cover a range of related subjects (different components of country programmes and/or emergency operations, as well as general photographs that illustrate the real, positive and negative, situation of children and women);
- provide different visual perspectives (close-up, medium range, long distance), in both horizontal and vertical formats;
- Make sure pictures are technically good (properly exposed, processed and framed).
- Photographer supplies all photographic equipment, professional digital camera and a range of accessories, and agrees to provide rough edit selections of best images, with complete caption information.
- Professional photographers are expected to supply complete caption information imbedded on the picture and in word document running caption list that references the file name of each image, with appropriate background information. All subjects should be identified by what they do, if not self-evident. Names for all people are NOT necessary. Please provide names (and, for children, ages) only if a story is related to them. Names of places are essential, including whether the location is a village, town or district.
- Undertake field trips throughout Somalia to ensure the coverage of the situation in the country. UNFPA will undertake all the necessary travel arrangements;
- All digital images together with complete caption information should be submitted to UNFPA Somalia in the agreed consultancy period.
- Together with the photos, the consultant is to submit photography subject release forms (provided by UNFPA) signed by parents or legal guardians of children under the age of 18 to UNFPA Somalia office.
- Pictures will be credited to UNFPA Somalia
- UNFPA has first selection rights to all originals taken on this assignment with non-exclusive concomitant world rights in all media in perpetuity.
- All images not selected by UNFPA (the 'outs') are returned to the photographer with related rights. Photographers who have sold their photographs to UNFPA may, on arrangement, have access to the originals to duplicate for their own use, with the understanding that this use not conflict with UNFPA policies;
- UNFPA holds non-exclusive world rights in perpetuity.

Expected Deliverables

The Consultant will be expected to deliver any of the following as required at a specific period:

- For every special event photographed throughout the year, on the same day, a minimum of 25 colour and/or b/w (as required) digital images in high resolution shot as a RAW file (300 pixels/inch: minimum size 3000 x 2000 pixels;) and the same selection in lower resolution (1000 pixels longer edge, JPEG format) will be delivered to UNFPA office.

- Within five days of shooting for the purposes of providing photos for publications, promotional materials, website or campaigns, a minimum of 25 colour and b/w digital images in high resolution shot as a RAW file (300 pixels/inch: minimum size 3000 x 2000 pixels) and the same selection in lower resolution (1000 pixels longer edge, JPG format) will be delivered to UNFPA office.

- All digital photographs must contain complete caption information in "file info" (when opened in Photoshop) and separate word format captions list. Caption information should consist of: date, place, subject names and age, and brief description of the situation photographed.



- The sets of digital images will be delivered on CDs and/or DVDs together with caption Information and one set will be emailed via dropbox.

- Photography subject release forms signed by parents or legal guardians of children under the age of 18 will be delivered to UNFPA Somalia Office together with the images.

Desired background and experience

- 5 -7 years' experience in Photography in lieu of academic qualifications
- Familiarity with development and humanitarian programmes and development issues
- High level of creativity and initiative
- Previous experience in taking photos for similar purposes or cooperation is considered an advantage
- Work experience with another UN or humanitarian agency is an asset
- Strong communication skills with fluency in written and spoken English
- Ability to work with different teams, and deliver to deadlines

Key Duties:

- An inception report outlining methodology, detailed work plan with timeline, detailed budget; and questionnaires for primary data collection;
- 'Zero' draft report to share with UNFPA and relevant authorities for comments;
- Final draft report and presentation to UNFPA and Somali authorities;
- Final report for dissemination

Required Competencies:

- Strategic vision, strong technical and analytical capabilities and demonstrated ability to work in a team
- Strong interpersonal skills and communication skills, resourcefulness, initiative, maturity of judgment, tact, and negotiating skills, and the ability to cope with situations which may pose conflict
- Strong presentation skills
- Demonstrates openness and ability to integrate change
- Ability to handle effectively multiple tasks without compromising quality, team spirit and positive working relationships

i) Values: Exemplifying integrity; Demonstrating commitment to UNFPA and the UN system; Embracing cultural diversity; Embracing change.

ii) 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.

iii) Functional Competencies:

Advocacy/Advancing a policy-oriented agenda; leveraging the resources of national governments and partners/building strategic alliances and partnerships; delivering results-based programmes; internal and External Communication and advocacy for results mobilization



Languages:

- Fluent in both oral and written English.

Applications with an updated CV and a completed & signed [UN Personal History Form \(P-11\)](#) marked: “VA/FPA/SOM/08-03/2017 “Photographer” in the subject line of the e-mail should be forwarded to the following email address: somalia.recruit@unfpa.org

UNFPA will only be able to respond to those applications in which there is further interest.

UNFPA Work Environment

UNFPA provides a work environment that reflects the values of gender equality, teamwork, Embracing diversity in all its forms, integrity and a healthy balance of work and life. We are committed to maintaining our balanced gender distribution and therefore encourage women to apply. UNFPA promotes equal opportunities for all including persons with disabilities.

Disclaimer

WARNING TO APPLICANTS: UNFPA does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process. Should you have received a solicitation for the payment of a fee, please disregard it. Furthermore, please note that emblems, logos, names and addresses are easily copied and reproduced. Therefore, you are advised to apply particular care when submitting personal information on the web. Should you feel that you have received a fraudulent notice, letter or offer that makes use of the name or logo of UNFPA, you may submit a report through the UNFPA fraud hotline <http://www.unfpa.org/help/hotline.cfm>.