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## GENERAL INFORMATION

Title of the posting:	Associate Programme Officer, (APO) Programme Management Department
Sector:	Rural Development/ Agriculture
Location:	IFAD Headquarters and Sudan Country Program Office (his/her time distribution between the two offices will be decided in the first quarter of his enrolment)
Division/Department:	Near East North Africa (NENA) Division, Programme Management Department
Duration of the assignment:	Initially one year with the possibility to extend up to 3 years
Grade:	P2 step I

Note: this post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of the Netherlands and is addressed exclusively to **Dutch and European Union nationals or permanent residents of the Netherlands** (see for criteria the website of the Netherlands Ministry of Foreign Affairs

[http://www.minbuza.nl/en/Key\\_Topics/Development\\_Cooperation/Associate\\_Experts\\_Programme](http://www.minbuza.nl/en/Key_Topics/Development_Cooperation/Associate_Experts_Programme)

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## SUPERVISION

Name of direct supervisors: Taghrid Lahham/ Rasha Omar under the overall guidance of the  
Division Director, PN

Title of supervisor: Country Program Manager

### Content and methodology of supervision:

Under the direct supervision of the Country Programme Managers (CPMs), the Associate Programme Officer, (APO) will support IFAD's country projects and programmes. He/she will prepare an annual work plan reviewed by the supervisor. Weekly meetings will help to monitor and reorient his/her work. Mid year review and annual review will help to analyse performance and plan subsequent period.

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## DUTIES AND RESPONSIBILITIES

The Near East and North Africa Division of the International Fund for Agricultural Development is financing a number of integrated rural development projects in the region. In these projects, community driven development is the underlying principle for the planning, delivery, monitoring and evaluation of a wide range of productive and social services. Community driven development is also seen as supporting the decentralization of government services. The approach has been successfully piloted and replicated in the region with tangible results in terms of empowerment of the communities, promoting gender equity, fostering good governance, and increasing social assets of poor rural communities.

Given the centrality of community driven development to effective service delivery and outreach as well as to sustainability, the APO will work closely with the Country Programme Managers to carry out the following:

- Participate in the design missions and carry out the formulation of the scope and detailed implementation modalities of the proposed community driven development activities. Formulated activities will provide practical responses to achieve gender equity, to respond well to food security including in relation to climate change efforts.
  - Participate in the supervision of projects and carry out the detailed review of the performance of the community driven development activities vis a vis poverty reduction, empowerment and gender equity objectives; recommend corrective or enhancing measures accordingly;
  - As part of project supervision, advise the Project Management Teams and Country Programme Managers on how to monitor the community driven development activities and results in a gender disaggregated manner; advise the Project Management Teams and Country Programme Managers on how to integrate these results in the Results and Impact Management System of IFAD;
  - As part of project design and supervision, assess the requirements for the up-scaling of the approach in the project under review and the costs and policy decisions thereof;
  - Document findings and recommendations in aide mémoires, reports, as agreed with the Country Programme Managers.
  - Contribute to the Community Driven Development community of practice in IFAD, and facilitate exchange and learning with other regional divisions.
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## **QUALIFICATIONS AND EXPERIENCE**

Qualifications: A university degree in rural development, agriculture, agricultural economics, rural finance, public policy or related disciplines. Master's degree is preferable.

Experience: Preferably, two or more years' full-time relevant working experience after completing a study concluding in a university degree at MSc or MA level will be appointed. Experience should be at field level on rural and agricultural development activities preferably in Arab region, and have an interest in aid effectiveness and harmonisation and related reforms that are occurring in the UN in general and IFAD in particular. Preferably, the candidate may have the following:

- 2 years practical work experience in working with community driven development with NGOs, Local Governments and Donor agencies is highly preferable.
- Good experience of poverty targeting and gender mainstreaming strategies and activities in development projects and Government policies and programmes.

Skills: Teamworker: capacity to foster and coordinate teamwork; and establish harmonious working relationships in a multicultural environment. Self-developer/Innovator: willingness to learn, share and acquire new competencies and seek new challenges by exploring new approaches. Analytical thinker: Analytical ability and thorough understanding of socio-economic issues in agricultural and rural development; and capacity to lead specific analytical work.

Languages: Full command of English, knowledge of Arabic is an asset.

Communications skills: Outstanding written and verbal communication skills, the ability to set out a coherent argument in English in presentations and group interactions.

Knowledge: Excellent working knowledge of Microsoft packages and electronic communication. Working knowledge of web 2 tools (websites updates, blogs, etc.).

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## **TRAINING COMPONENTS AND LEARNING ELEMENTS**

Training components:

- On the job training in project design
- Participatory in implementation/supervision support missions
- Direct coaching by CPM

Learning elements:

### **First Year:**

1. The APO will:

- Familiarize him/herself with colleagues in those activities in the country work programme to which the APO is assigned, in particular, project design and supervision. Such activities will be complemented with formal training opportunities, such as, workshops, short courses or seminars that may be organized by the division or the fund.
- Enhance understanding of key issues impinging on rural poverty in the country and of the range of IFAD's engagements in the region, in terms of priority areas of engagement and of the instruments used, including investment activities, policy dialogue, partnership development and knowledge management.
- Gain hands-on experience and understanding of the country programme approach, the project cycle, and the responsibilities/accountabilities implicit in this.
- Familiarize him/herself of aid effectiveness and harmonisation and support that is given to Joint Assistance Strategies, Sector-Wide approaches and the "One UN" initiative.

2. By the end of the first year the APO will be able to:

- Articulate key elements of the Country Programme in writing and in presentations.
- Take on identified tasks relative to country level processes.
- Effectively monitor and supervise ongoing projects and country grants.

### **Second Year:**

1. The APO will:

- Gain an in-depth understanding of the complexity of implementation issues regarding rural investments projects in at least three (UN) countries of the region.
- Be trained in areas related to the efficiency and effectiveness of country programme management.
- Make presentations and interventions at meetings, seminars and conferences, etc. both at HQs and international fora.

2. By the end of the second year the APO will be able to:

- Monitor and provide support to field presence programmes to enable them to enhance impact.
- Develop well articulated grant proposals.
- Manage the main elements of a country programme in a smaller country of the region.

The level of responsibility assigned to the APO will depend to a large extent on his/her willingness and capacity to learn, maturity, capacity, ability to take on new tasks over the period of the assignment

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## **BACKGROUND INFORMATION**

The International Fund for Agricultural Development (IFAD), a specialized agency of the United Nations, was established as an international financial institution in 1977 as one of the major outcomes of the 1974 World Food Conference. One of the most important insights emerging from the Conference was that the causes of food insecurity and famine were not so much failures in food production, but structural problems relating to poverty and to the fact that the majority of the developing world's poor population were concentrated in rural areas.

In this context, IFAD was created to mobilize resources on concessional terms for programmes that alleviate rural poverty and improve nutrition. Unlike other international financial institutions, which have a broad range of objectives, the Fund has a very specific mandate: to combat hunger and rural poverty in developing countries.

**The PN region** includes 31 countries in the Near East, North Africa, Eastern Europe and the Newly Independent States, including 18 actual and 3 potential borrowers. The countries characterized by very diverse agro-climatic environments, socio-economic conditions and political systems.

### **Socio-Economic Situation:**

Despite the global financial and economic crises, economic growth rates remained mostly positive across the NENA region. Overall regional GDP growth was above 5% in 2008 and is expected to come down (was projected at over 2% for 2009). Unfortunately, political instability continues to mire the region, as is evident in countries such as Gaza and the West Bank, Iraq, Somalia, and Sudan.

In the CEN region, by contrast, the global crisis hit the region harder, and average economic growth in most countries declined considerably during the current reporting period. Estimated growth rates for 2009 are much lower compared to 2008. From 2008 to 2009, average annual GDP growth is estimated to have declined in the range of from 10.8% (highest, in Azerbaijan) to -6.0% (lowest, in Armenia). This of course will slow down the pace of poverty reduction which the region had been able to positively achieve in the past two decades.

Considering the latest trends, risks and opportunities, the division needs to build its country programmes on the existing levels of development and reform, while keeping the policy dialogue ongoing to safeguard the interest of the poor. Many countries of the region are also prone to conflicts and instability; contingency plans are therefore necessary for pipeline development and a certain level of flexibility must be allowed in implementation and resource allocation.

**PN Framework:** Within this framework, PN will concentrate its interventions in those areas where IFAD can leverage on its comparative advantage to bring a substantial value added, thus achieving visible impact and successfully scale up innovative approaches. Increased agricultural productivity and sustainable production remain key priorities for the region (and especially for NENA countries) as a response to the recent food price crises.

**Key Thematic Areas:** where PN will focus its interventions in the coming years are: Expanding microfinance for the poor; addressing unemployment among rural youth; linking small-scale growers of non-traditional commodities with domestic and international markets; and managing land and water resources more effectively and reducing vulnerability to climate change. Targeting and Gender mainstreaming continues to represent a particular cross-cutting challenge for IFAD in the region. In general, there is scope to use the grant programme as a complementary instrument to fill in gaps within IFAD's strategic knowledge for thematic priorities and innovations, as well as to support the country programmes.

## **Vision**

Through the above priority areas of intervention, PN strives to support governments, partners and the rural poor in pioneering more effective and sustainable ways of reducing and overcoming poverty and in promoting their replication on wider scales—both in the CEN and NENA sub-regions.

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**How to Apply** Applicants should note that IFAD staff members are international civil servants subject to the authority of the President of IFAD.

Interested candidates are encouraged to apply by completing [IFAD's Personal History Form \(www.ifad.org\)](#) to the Office of Human Resources, and submit it by e-mail to [l.orebi@ifad.org](mailto:l.orebi@ifad.org). Applications from qualified women candidates are particularly encouraged.

Candidates must indicate clearly the Vacancy Number. Any application received by IFAD after the closing date will not be considered.

**The deadline for applications is 8 November 2010.** Applications received after this date will not be considered. Applicants will receive an acknowledgement of receipt of their application. Thereafter only those shortlisted for interviews will be contacted