

<h1>Advertisement</h1>		 <p>Investing in rural people Investir dans les populations rurales Invertir en la población rural الاستثمار في السكان الريفيين</p>
<h2>Junior Professional Officer</h2>		
<h2>Programme Analyst</h2>		
International Fund for Agricultural Development	Closing date: 4 <sup>th</sup> March 2019	
<b>I General information</b>		
<b>Title:</b>	Programme Analyst (Ethiopia Hub, South-South and Triangular Cooperation and Knowledge Centre)	
<b>Sector of Assignment:</b>	Country programme management and evaluation	
<b>Country:</b>	Ethiopia & Italy	
<b>Location (City):</b>	1 <sup>st</sup> & 2 <sup>nd</sup> year: Addis Ababa, 3 <sup>rd</sup> year: Rome	
<b>Agency:</b>	East & Southern Africa Division	
<b>Duration of Assignment:</b>	Initially one year with the possibility to extend up to a maximum total of 3 years	
<b>Grade:</b>	P2 step 1 in the first year	
<p><b>Note :</b> 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 <b>PEOPLE WITH THE DUTCH NATIONALITY</b>.</p> <p>For criteria see the website of Nedworc Foundation:  <a href="http://www.nedworcfoundation.nl/NL/JPO/General%20Information.htm">http://www.nedworcfoundation.nl/NL/JPO/General%20Information.htm</a></p> <p><b>Please read the criteria and FAQ section carefully before considering applying</b></p>		
<b>II Duties and responsibilities</b>		
<p>The JPO will play a key role in supporting the Ethiopia Hub and SSTC-KC country programmes with the view to maximising their development effectiveness, impact and sustainability and with specific attention to the mainstreaming of IFAD11 priorities areas (nutrition, women, youth, climate change) in the Horn of Africa context.</p>		
<b>Responsibilities</b>		
<ul style="list-style-type: none"> <li>• The Junior Professional Officer (JPO) will support IFAD country programmes covered by the IFAD Ethiopia Hub and South-South and Triangular Cooperation and Knowledge Centre. The JPO will prepare an annual work programme and performance plan reviewed by the supervisor. Supervision and feedback will be provided as needed to monitor and support his/her performance and professional growth while a formal midyear and an annual reviews will be undertaken.</li> <li>• The JPO will support the Hub Directors and Country Teams (CT) in strategic direction, management, and supervision/ implementation support with specific focus on managing and planning for results.</li> <li>• In support of country programme management, the JPO will: (i) collect and analyse documentation for programme review and design; (ii) develop, update and refine country</li> </ul>		

programme result monitoring frameworks and (iii) support innovation, capitalisation, knowledge management, scaling up and policy dialogue. In particular, s/he will:

- Support the implementation readiness for start-up of new projects and completion of closing projects
- Organise and take active part in consultations with the Country Programme Management Teams
- In close collaboration with the Ethiopia Hub and SSTC-KC and CPMs, lead the organization and field work of supervision/implementation support missions and mid-term review missions in Sudan and Eritrea, and neighbouring countries.
- Carry out country and sub-regional policy analyses/socio-economic studies on key strategy and thematic areas of interest to guide IFAD's support;
- Support the organisation of sub-regional events for knowledge sharing
- For project level supervision and implementation support, the JPO will assume responsibility to provide support on the following aspects:
  - Strengthening projects general management and organisation in view of increasing effectiveness and efficiency;
  - Promoting a management for result approach within projects regarding agricultural development, focusing on developing viable and profitable activities for small-holder farmers and linking production to markets. Review Annual Work Plans and Budgets (AWPBs) and provide inputs to IFAD non-objections, quality control of withdrawal applications, etc.;
  - Consolidating projects Monitoring and Evaluation (M&E) function, systems and reporting including to IFAD;
  - Fostering knowledge management, identification and capitalisation of best practices as well as policy dialogue function with focus on developing new support systems and tools;
- The JPO will draw of lessons from design and implementation support experiences to (i) promote in-country learning and strengthen Monitoring and Evaluation systems (projects and country programme); (ii) share knowledge within the country programme and between country programmes; and (iii) encourage knowledge sharing within IFAD and with other development partners.
- The work, which will involve management of processes as well as analytical and technical work, will require broad collaboration with colleagues within IFAD; government authorities; project staff; implementing partners; development partners and other stakeholders

### **III Training component: Learning elements and expectations**

Upon completion of the assignment the JPO will have:

- Gained experience in the full project life-cycle of IFAD and co-financed programmes in the country and in surrounding countries depending on the portfolio allocation
- Gained experience in project management and SSTC engagement with the country
- Gained an enhanced ability to communicate effectively and with empathy in a highly diverse setting; including with internal and external stakeholders, i.e. senior IFAD managers and governments, responding effectively and efficiently to common issues and problems and building relationships based on respect, trust and value for diversity.
- Gained first-hand experience in an evolving change management process; learning how to be an agent of change.

The JPO training programme includes the following learning elements:

- On the job training in country programme management in the United Nations system.
- Participation in trainings organised by the Talent Management Unit and external training providers

- Participation in in-house training offered by other IFAD Divisions
- Direct coaching by Director of the Ethiopia Hub, South-South and Triangular Cooperation and Knowledge Centre
- The JPO position includes a Duty travel and training allowance (DTTA) of \$4000 per year which may be used for learning activities related to the assignment and career development.

#### **IV Supervision**

**Title of supervisor:** Director of Ethiopia Hub and SSTC-KC

The JPO will prepare an annual work programme and performance plan reviewed by the supervisor. Supervision and feedback will be provided as needed to monitor and support his/her performance and professional growth while a formal midyear and an annual reviews will be undertaken.

#### **V Required Qualifications and Experience**

##### **Education:**

Advanced university degree (Masters degree or equivalent) in agricultural economics, economics, business management, social sciences, rural development, agriculture, rural finance, public policy or related disciplines. Expertise in one or more of the following topics would be an asset: rural finance/microfinance; value-chain development; environment and climate change, financial management, procurement, M&E

##### **Working experience :**

A minimum of two and maximum of four years working experience including work at field level on rural and agricultural development activities preferably in one or more countries in Africa, and has an interest in aid effectiveness and harmonisation and related reform.

Excellent working knowledge of Microsoft packages and electronic communication

All paid work experience since obtaining Bachelors degree will/can be considered.

##### **Languages :**

Full command of English

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

##### **Key competencies** Strategic thinking and organizational development: Personal influence

- Demonstrating Leadership: Personal leadership and attitude to change
- Learning, sharing knowledge and innovating: Continuously seeks to learn, shares knowledge and innovates
- Focusing on clients: Focuses on clients
- Problem solving and decision making: Demonstrates sound problem solving and decision making ability
- Managing time, resources and information: Manages own time, information and resources effectively
- Team Work: Contributes effectively to the team
- Communicating and negotiating: Communicates effectively: creates understanding between self and others
- Building relationships and partnerships: Builds and maintains effective working relationships

#### **VI Background information on Agency/Department/Section**

The International Fund for Agricultural Development (IFAD) is an international financial institution and a specialized United Nations agency dedicated to eradicating rural poverty and hunger. It does so by investing in rural people. IFAD finances programmes and projects that increase agricultural productivity and raise rural incomes, and advocates at the local, national and international level for policies that contribute to rural transformation.

## **VII Information on living conditions at Duty Station**

The Security situation is relatively safe in Addis Ababa, the capital of Ethiopia with some challenges to travel to the remote regional states due to roadblocks and/or Police interventions. Due to this volatile situation, planned travel or events outside Addis Ababa may have to be rescheduled on short notice. Housing ranging from luxurious Vila Houses to decent furnished apartments are available. UNDSS Ethiopia will make an assessment before a UN Staff signs a contract with the Lessor to confirm compliance with the Minimum Operating Residence Security Standards (MORSS). The health and wellbeing of a Resident in Addis Ababa may be remotely affected due to high altitude and some degree of pollution (dust, SMOG). The United Nations operate a clinic in the UNECA-compound with basic medical care for all UN personnel. The clinic also gives advice and refers, as appropriate, on local health care providers and assist during the need for medical evacuation. International schools (such as; International Community School, German School, Italian School, Sanford, etc...)are available in Addis Ababa. A dependent of an international staff officially recognized by the Ministry of Foreign Affairs will not be allowed to get a paid or unpaid contract with the dependency status. However, the dependent can do clearance with MoFA and return to Ethiopia afresh with the new employment status

## **VIII How to apply**

Application only on line, following the below weblink:

[https://job.ifad.org/psc/IFHRPRDE/EMPLOYEE/HRMS/s/WEBLIB\\_IFA\\_FORM.ISCRIPT1.FieldFormula.IScript\\_IFADSimulation?route=viewJobPosting&joid=1737](https://job.ifad.org/psc/IFHRPRDE/EMPLOYEE/HRMS/s/WEBLIB_IFA_FORM.ISCRIPT1.FieldFormula.IScript_IFADSimulation?route=viewJobPosting&joid=1737)

The closing date is: 4<sup>th</sup> March 2019

Applicants will receive acknowledgement of receipt of their submission

Only shortlisted candidates will be contacted.