

Advertisement

Junior Professional Officer

Programme Analyst



Investing in rural people
Investir dans les populations rurales
Invertir en la población rural
الاستثمار في السكان الريفيين

International Fund for
Agricultural Development

Closing date: 4th March
2019

I General information

Title:	Programme Analyst (West Africa Hub)
Sector of Assignment:	Country programme management and evaluation
Country:	Senegal & Italy
Location (City):	Year 1 & 2 in Dakar, year 3 in Rome
Agency:	West & Central Africa Division
Duration of Assignment:	Initially one year with the possibility to extend up to a maximum of 3 years
Grade:	P2 step 1 in the first year

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 **NATIONALS OF DEVELOPING COUNTRIES THAT APPEAR ON THE LIST OF THE FOLLOWING COUNTRIES ELIGIBLE FOR THE DUTCH JPO PROGRAMME:**

<http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20countries%20%20November%202018.pdf>

Nationals of the country of assignment, Senegal , are also not eligible

For criteria see the website of Nedworc Foundation:

<http://www.nedworcfoundation.nl/NL/JPO/General%20Information.htm>

Please read the criteria and FAQ section carefully before considering applying

II Duties

General

the Junior Professional Officer (JPO) will support IFAD country programmes covered by the IFAD West Africa Hub

Responsibilities

- The JPO will play a key role in supporting the West Africa Hub 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).
- The JPO will support the WAHD, Country Programme Managers and Country Teams (CT) in strategic direction, management, and supervision/ implementation support with specific focus on managing and planning for results.
- 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 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 West Africa Hub and CPMs, lead the organization and field work of supervision/implementation support missions and mid-term review missions in Senegal and neighbouring countries covered by the WAHD Hub.
- 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 for 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/ will be able to:

- Gain 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
- Gain experience in project management.
- Gain 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.
- Gain 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 West African Hub
-
- The JPO position includes a Duty travel and training allowance (DTTA) of \$ 4.000 per year which may be used for learning activities related to the assignment and career development.

IV Supervision

Title of supervisor: Director of West Africa Hub (WAHD)

Content and methodology of supervision

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 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,.

A first-level university degree (Bachelor's degree or equivalent) in combination with qualifying experience (at least 3 years of relevant working experience) may be accepted in lieu of an advanced university degree

Part of the candidates' academic training must have taken place in a developing country that appears on the following list of eligible countries of the Dutch JPO Programme.

<http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20countries%20%20November%202018.pdf>

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 reforms.

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

Languages :

Full command of English and French

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

Key competencies

- Excellent working knowledge of Microsoft packages and electronic
- 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

Security : Dakar is a family duty station and UN security level is low risk. Thefts are the main incidents against expatriate staff. The living conditions in Dakar are good and the social climate is calm.

Senegal is an open country that enjoys social stability resulting from the smooth functioning of state institutions.

Availability of housing : all type of housing are available from apartments to villas. Could be very expensive on the sea side (Almadies, Fann residence) but for all budgets in (point E, SICAP, Yoff).

Medical services : several good public hospitals and private clinics are operating in Dakar city (Hopital Principal, Le Dantec, Dakar Yoff, Clinique Madeleine, Cap Manuel, Centre analyse : imodsen).

Schooling: international school system is good in Dakar, in French or English. There are 5 to 6 schools giving appropriate curricula to children up to baccalaureat level (Ecole Mariste Hann, Ecole Francaise Mermoz, International School...).

Working opportunities for partners : Dakar is hosting more than 30 united nations agencies (1600 staff) and many ngos and private enterprise, often on a sub regional basis. This generate opportunities for partners, on a short term or long term basis, although competition may be high with well trained nationals.

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=1729

The closing date is: 3rd March 2019

Applicants will receive acknowledgement of receipt of their submission

Only shortlisted candidates will be contacted.