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JOB DESCRIPTION

Technical Analyst (Gender) - *Junior Professional Officer (Netherlands), ECG Division (1 position)

Vacancy announcement number:	1677
Date of issue:	28/09/2018
Deadline for applications:	28/10/2018
Organization unit:	ECG
Level:	P-2
Duty station:	ROME
Duration of assignment:	One year fixed-term renewable

Organizational context

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.

Post's organizational accountability

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.

Environmental sustainability, climate change resilience, gender equality and women's empowerment, access to good nutrition, and ensuring social equality (especially for Indigenous People and Rural Youth) are inseparable from IFAD's mission to overcome poverty. IFAD's commitment to ensure these best practices are included in its programmes and operations are reflected in the Strategic Framework (2015-2025), IFAD-11th Replenishment Objectives, and various Thematic Strategies, Policies and Procedures. Indeed, in February 2018, the Environment, Climate, Gender and Social Inclusion Division (ECG) was created within the Knowledge and Operations Department to strengthen and further mainstream these themes in IFAD's programmes and operations; to capture, develop and disseminate knowledge products; and, to advocate for rural people.

IFAD has a long and well-established history of targeting poorer populations in rural areas and supporting gender equality and women's empowerment. These commitments are underpinned by the IFAD policies on targeting (2008) and gender equality and women's empowerment (2012). At this time, IFAD is strengthening its technical capacity to mainstream gender equality and empowerment of rural woman, while promoting agriculture and rural development in developing countries, through different financial sources and instruments.

Position Title of Overall Supervisor: Lead Technical Specialist - Gender

Key results expected / Major functional activities

The Technical Analyst (JPO) works under the overall strategic, policy and management guidance of the Director, ECG and under the supervision of the Lead Technical Specialist, Gender. S/He will work closely in the Gender, Targeting and Social Inclusion team as a part of an innovative and dynamic group of committed professionals to implement the women's empowerment Policies and mainstreaming agenda. S/He will also work collaboratively with the thematic Technical Specialists, Country Programme Managers and other staff to ensure consistency, cohesion and synergy in the application of technical advice and provision of programme development support and with other staff working on the corporate mainstreaming agenda and relevant divisions and departments. It is expected that direct support will be provided to the subregional hubs, and extended periods of time might be required in the field

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during the assignment, depending on the language skills of the selected candidate.

S/He provides technical support on gender issues at all stages of the IFAD project cycle, which includes investment scoping, design, inception, monitoring and evaluation. S/He will support ECG to ensure consistency with corporate processes and policies and deliver high-quality technical advice and support to IFAD country programmes. Furthermore, at this level, the Technical Analyst collaborates with other Specialists to ensure the collection and dissemination of lessons learned, achievements and emerging developments in the thematic area of gender empowerment of rural women and agriculture. Knowledge management at this level directly impacts on quality enhancement of IFAD's programmes and partnerships for rural poverty reduction. The accountabilities/key results expected are:

- Sound Technical Analysis, Advice and Support
- Country Programme Analysis and Support
- Knowledge Management and Capacity Building support
- Partnership Building
- Monitoring, Evaluation and Reporting

The following Key Results Expected/Major Functional Activities are generic and representational; the majority, but not necessarily all, will be performed by the Technical Analyst.

The incumbent will be responsible for working with IFAD's regional divisions to support delivery on a number of fronts:

1. **Technical Advice and support**
    On the basis of technical knowledge and analysis of gender-related risks and opportunities, emerging development challenges and the state of rural poverty regionally and globally, the Technical Analyst provides technical advice and support to improve the capacity of IFAD to address rural poverty and social inclusion. S/He helps to mainstream gender equality-empowerment of rural women into national government policies and programmes and ensures IFAD is regarded as a trusted and valued partner in this area. Accountabilities may include:

    1. Supporting IFAD's country-level programme and portfolio, ensuring that new investment designs are viable and sustainable.

    2. Providing technical advice and support on policy, institutional and technical issues throughout the project cycle. This includes participating in key processes such as Country Programme Management Team (CPMT) meetings and reviews such as the Operational and Strategic Committee (OSC) review and Quality Enhancement (QE) review.

    3. Supporting the identification and assisting in the programming of supplementary co-financing; and,

    4. Providing technical support to staff, field missions and national programmes at all stages of the project cycle, including design, implementation and monitoring and evaluation inputs and participating in implementation support and supervision missions.

2. **Knowledge Management and Capacity Development**
    The Technical Analyst enhances the development of viable and sustainable policies and projects at country-level and supports regional and global thematic input through seasoned technical knowledge sharing for his/her area of specialization. S/He will ensure country-level access to the latest sources of knowledge and innovation with regards gender equality and strengthen national technical capacity and establish new knowledge and advisory partnerships. Accountabilities may include:
    1. Support in the generation of lessons learned through analytical studies and regional grants, sharing knowledge and experiences with project teams and colleagues in the IFAD Programme Management Department;

    2. Supporting enhancement of the Fund's portfolio through the collaborative diffusion of

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country-level strategic innovations in the field of specialization.

3. Participating in IFAD-wide thematic discussions and developing appropriate technical and operational recommendations to improve country/divisional strategies and programmes.

4. Preparing the dissemination and exchange of relevant knowledge with institutions outside of IFAD, within the region concerned and national Institutions. This may include mobilizing and engaging outside partners and stakeholders through publication of Occasional Papers, journal articles, seminars and workshops, through electronic media and the development of new knowledge products and operational tools that are informed by learning from the field

5. Support strengthening IFAD's representation and communication on gender equality and empowerment issues in policy dialogue/processes and strategic fora, including by representing IFAD at national and regional meetings, seminars and conferences).

3. **Partnership Building**
The Technical Analyst develops and maintains a network of peer contacts inside and outside of IFAD to keep up-to-date on activities at the country and regional levels, to support joint advocacy and for knowledge sharing to enhance the Fund's profile as a highly competent and viable partner. Accountabilities may include:

1. Building partnerships with complementary technical organizations, NGOs, and specialized departments of other development agencies as potential operational and strategic partners at regional and country levels;

2. Supporting strengthening IFAD's engagement with bilateral Donors, Governing Bodies, NGOs, Private Sector and Other entities.

3. Support strengthening IFAD's representation and communication in international policy and technical dialogues, processes and fora.

4. **Monitoring, Evaluation and Reporting**
The Technical Analyst supports IFAD in the monitoring and reporting on gender equality and empowerment of rural women activities. S/He helps ECG to collect, manage and analyse data which can help to document progress on IFAD's gender mainstreaming commitments, and delineate statistics and analytical products which enhance country level programme and funding decisions. Accountabilities may include:

1. Preparing thematic reviews on project or programme performance and results;

2. Aggregating results from IFAD supervision reports to strengthen annual corporate reporting;

3. Ensuring compatibility of investment designs with IFAD's Results and Impact Management System (RIMS) ;

4. Statistically analysing the IFAD investment portfolio from gender angle and developing corresponding graphs and dashboards

5. Supporting the monitoring of project implementation and maintaining an early warning/traffic light system for problem projects

6. Supporting the Director/Lead Technical Specialist in his/her reporting of the divisional plans and operational strategies to the senior management.

5. **Managerial Functions:** The Technical Analyst is accountable for IFAD core values and code of conduct, including integrity, transparency, and equity in the management of IFAD resources.

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Impact of Key results / Key performance indicators

Technical analysis and synthesis to include inputs to project methodology and design of projects, knowledge sharing among peers and counterparts to enhance cooperation, complementarity and synergy and monitoring and evaluation to measure and report on lessons learned and best practices. Typically operating as a technical analyst at the country or regional levels, work is typically is reviewed for achieving the established work plan. Thus the Technical Analyst indirectly supports the Division's reputation for capacity and for programme delivery and enhances its recognition as a reliable development partner.

Representation / Work relationships

In the context of programme development and delivery, the Technical Analyst ensures the exchange of technical information as well as builds and maintains collaborative working relationships with counterparts and other partners to enhance consistency and reliability in the provision of development assistance to the government. In work relationships with counterparts s/he establishes and maintains relationships and projects the image of IFAD as a credible/reliable partner striving for harmonization of development activities.

Competencies

Organizational

- Strategic thinking and organizational development: Personal influence (Level 1)
- Demonstrating Leadership: Personal leadership and attitude to change (Level 1)
- Learning, sharing knowledge and innovating: Continuously seeks to learn, shares knowledge and innovates (Level 1)
- Focusing on clients: Focuses on clients (Level 1)
- Problem solving and decision making: Demonstrates sound problem solving and decision making ability (Level 1)
- Managing time, resources and information: Manages own time, information and resources effectively (Level 1)
- Team Work: Contributes effectively to the team (Level 1)
- Communicating and negotiating: Communicates effectively: creates understanding between self and others (Level 1)
- Building relationships and partnerships: Builds and maintains effective working relationships (Level 1)

Technical

- Capacity to communicate fluently with different counterparts (civil societies, government authorities, local communicates, project staff) to align parties and build networks.
- Writes clearly, succinctly and convincingly listens and communicates effectively to engage others. Skill in the design and coordination of technical research and identification of innovative solutions to emerging issues.
- Ability to share technical guidance/knowledge at the peer level.
- Skill in the design and coordination of technical research and identification of solutions to evolving issues.
- Strong organizational, planning, prioritizing, problem-solving skills and abilities, and attention to detail.
- Ability to manage multiple work streams simultaneously and meet deadlines.
- Ability to work effectively with people of different national and cultural background.
- Ability to work in a team environment to achieve common goals.
- Ability to plan and work of a mid-sized team.
- Ability to interpret data, present rational conclusions and defend recommended actions.
- Produces well-structured, factually and analytically accurate reports.
- Captures experience and knowledge from assignment for wider dissemination.
- Experience in monitoring an evaluation of projects and programs.
- Ability to work well with multi-cultural teams.
- Politically sensitive.
- Ability to set out a coherent argument in writing, presentations and group interactions.

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• Good working knowledge of Windows-based computing, and electronic communication.

Minimum recruitment qualifications

Education and experience:

• Advanced university degree (Master's or equivalent) from an accredited institution in in the field of specialization, e.g. Rural Sociology, Gender Studies, Development Studies, International Relations, Agricultural Economics or Social Sciences with a focus on gender or social inclusion, and a strong familiarity with agriculture, food systems, food security and rural is desirable.
• At least two years of progressively responsible experience working on, and demonstrated understanding of, gender issues in the context of rural development.
• Access to a network of technical and professional resources and expertise which can be brought to bear to improve portfolio programming.
• Excellent written and verbal communication skills in English, including the ability to set out a coherent analysis in presentations and group interactions.
• Fluent in another official language (Arabic, French, or Spanish) is strongly desired and will determine position location.
• Experience in international policy frameworks related to women's rights, global environment, natural resource management and rural development is an asset
• Demonstrated experience in working as part of a multidisciplinary team and with country governments and international development partners.

Other information

* 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%20developing%20countries%20-%202015.pdf

For criteria see the website of Nedworc Foundation: http://www.nedworcfoundation.nl/Index.htm?hoofdpath=/NL/JPO/General%20Information.htm&hoofdhash

Please read the criteria and FAQ section carefully before considering applying

Applicants should note that IFAD staff members are international civil servants subject to the authority of the President of IFAD, and they may be assigned by him/her to any of the activities of IFAD, including field assignments and/or rotation within IFAD.

In the interest of making most cost effective use of funds and resources, we are only able to respond to applicants who are short-listed for interview. Candidates who do not receive any feedback within three months should consider their application unsuccessful

Candidates may be required to take a written test and to deliver a presentation as well as participate in interviews.