

# Advertisement

Junior Professional Officer

Advisor on Gender and Accountability  
to Affected Populations



Food and Agriculture Organization

Closing date: 8<sup>th</sup> April 2018

## I General information

<b>Title:</b>	Advisor on Gender and Accountability to Affected Populations
<b>Sector of Assignment:</b>	Gender/accountability/Humanitarian/ Resilience in Crisis settings/Agronomy/
<b>Country:</b>	Senegal
<b>Location (City):</b>	Dakar
<b>Agency:</b>	FAO
<b>Duration of Assignment:</b>	Initially one year with the possibility to extend up to a maximum of 3 years
<b>Grade:</b>	P1 step 1 or P2 step 1 in the first year, depending on the level of education and relevant working experience

**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%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

## II Duties, responsibilities and Output Expectations

### General

Under the direct supervision of the coordinator of the sub regional resilience team (REOWA), and in consultation with relevant technical units, mainly the Social Policies and Rural Institutions Division (ESP), the Emergency and Rehabilitation Division (TCE), the regional/subregional and country offices and the Regional Gender Officer, the incumbent will be responsible for ensuring the inclusion of the people-centred approaches in the programming, development, implementation, monitoring and evaluation of regional projects and programmes. This will be achieved by mainstreaming gender equality measures and accountability to affected populations approaches in FAO's humanitarian and resilience programme in West Africa, in line with FAO's Strategic Objective 5 "Increasing the resilience of livelihoods to threats and crises" and the 3<sup>rd</sup> outcome, on Social Protection, of Strategic Objective 3 "Reducing rural poverty".

### 1. Support programming to include gender and AAP

- Provide technical support to country offices during the design, implementation and monitoring and evaluation phases of projects, in consultation with affected communities to ensure their needs, challenges and opinions are adequately understood and taken into account and that these specific needs and priorities of men and women of different ages are adequately addressed;
- Review project documents and concept notes, providing advice on how gender and AAP issues can be at the centre of all stages of the project cycle: reporting on gender and AAP specific successes and challenges, systematically and strategically;
- Assist national projects teams in defining a specific strategy to address, monitor and report on gender equality and AAP related results and strengthen the capacity of national implementing partners and project staff in addressing these issues;
- Mainstream issues related to gender equality and AAP in new project proposals for Disaster Risk Reduction (DRR), climate change adaptation and mitigation, and shock responsive social protection;
- Ensure that gender equality and AAP issues are mainstreaming in resource mobilization and in building strategic partnerships at different levels across sectors;
- Identify and disseminate good and innovative practices for the promotion and communication on gender equality and AAP approaches.

## **2. Support capacity development on gender and AAP**

- Develop, in alignment with TCE, RAF and, REOWA processes, tools and guidance materials to enhance feedback and complaint mechanisms linked to AAP, Gender based violence and the prevention of sexual exploitation and abuse (PSEA) across all FAO Programming in the Region;
- Organize capacity development activities tailored to different target audiences to enhance their knowledge and skills on gender and AAP issues ;
- Support policy dialogue and awareness raising processes on gender and AAP issues with relevant line Ministries, in close collaboration with major local and international partners, ensuring that they understand that gender and AAP are core to FAO's operations globally in its work for Zero Hunger;
- Provide technical support to country offices based on demand and need, especially in L3 situations to address gender and AAP issues;
- Contribute to the preparation of communications materials to support adequate mainstreaming of gender and AAP in project implementation and communications with all partners from women and men project participants to Governments and donors.

## **3. Support to integrate gender and AAP into Monitoring and Evaluation processes and frameworks**

- Provide technical guidance on how to collect and analyse sex- and age- disaggregated data to be used in gender-responsive programme formulation, planning and reporting;
- Work with the M&E officers at national and (sub-) regional levels to improve how monitoring and evaluation systems capture, analyse and use sex and age disaggregated data, to ensure they are used to improve the gender-responsive services being provided in ongoing and future projects;
- Ensure that specific indicators linked to gender and AAP are included and used in Results Assessment Frameworks;

- Develop practical and brief guidelines for mainstreaming gender and AAP that include specific guidance on how to mainstream gender and AAP issues into ongoing projects.
- Identify and work with country teams to implement strategies for communicating relevant issues related to gender equality and AAP with and from target communities to improve their participation in the formulation, design and monitoring of projects;
- Report on the progress in each country with guidance on planning, monitoring and evaluation of these activities, including the set of key performance indicators;
- Perform any other FAO related tasks as necessary.

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

- Upon completion of the assignment the JPO will have/ will be able to:
- Have a clear understanding of the global humanitarian/resilience landscape and associated issues relating to gender equality and AAP in food and nutrition security (road to Zero Hunger by 2025 according to the Malabo Declaration of the African Union);
- Be capable of designing, implementing and monitoring projects that address issues of gender equality and AAP and apply related good practices;
- Be able to identify, scale-up, adapt and disseminate relevant good practices related to gender equality and AAP in FAO projects, and prepare communications materials for dissemination of experience in other countries and regions;
- Participate in the planning sessions for training workshops (tailored at internal staff and external partners) to help them gain a better grounding in the technical and professional aspects of gender and AAP associated with his or her assignment;
- Be able to provide assistance with relevant assessments and identification of major actors and interventions required to promote gender equality and address AAP issues in relevant interventions, and highlight those needing special attention. ;

The JPO training programme includes the following learning elements:

- Participate in training and awareness raising events organized under the REOWA programme;
- Complete available online courses on gender equality and AAP related to emergencies, food and nutrition security and global gender and AAP commitments;
- 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:**

The incumbent will work under the supervision of the Coordinator of the Sub-Regional Resilience team for West Africa/Sahel (REOWA).

#### **Content and methodology of supervision**

The supervision intends to bring continued guidance and support to the officer in his or her daily tasks and activities and offer him or her professional opportunities for development, both within the specified professional area of expertise and the general context of the officer's role in the Organization.

The APO will be in regular contact with his or her superiors and other technical personnel, reporting as required – both formally and informally. The expert will participate in field missions within teams or alone as required. The APO's work and performance will be assessed and evaluated on a periodic basis to ensure a good learning process and an adequate integration of the experiences gained.

## **V Required Qualifications and Experience**

### **Education:**

- Advanced University degree/Masters equivalent in Agriculture, Food Security, Social Sciences, development, Gender Studies or related field;
- 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 (either BA or MA) 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%20developing%20countries%20-%202015.pdf>

### **Working experience:**

- Two to maximal four years of experience in food-security and gender and AAP related fields in Africa.
- Mastering of Microsoft Office and Outlook

**Languages :** Excellent English and French oral and written communication skills required

### **Key competencies**

- Results Focus
- Teamwork and ability to establish and maintain effective working relations with people from diverse backgrounds
- Communication (Excellent analytical and writing skills, MS Office)
- Analytical skills and ability to write clear and concise reports in English and French
- Knowledge of the United Nations humanitarian mechanisms or (and) experience in working with other humanitarian organizations is an asset;

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

FAO is committed to achieving food security for all by making sure people have regular access to enough high-quality food to lead active and healthy lives, and no one is left behind. Within the framework of its Strategic Objective on resilience (“Increase the resilience of livelihoods to threats and crises”), FAO provides support to vulnerable countries, communities, households and individuals to anticipate, absorb, accommodate or recover and adapt from disasters and crises in a timely, efficient, sustainable and gender-responsive manner.

As part of the resilience work, FAO plays a critical role in preparing for and responding to emergency needs arising from both slow and sudden onset natural disasters, food chain crises, socio-economic crises, nuclear emergencies, violent conflicts, and protracted crises that threaten the agricultural livelihoods (crops, livestock, fisheries and forestry), food and nutrition security. FAO's work in emergencies focuses on reducing people's vulnerability to hazards before, during and after disasters through risk assessment, risk reduction, preparedness, coordination, emergency response, resilience and rehabilitation.

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

Dakar offers very comfortable and pleasant living conditions. It is the main hub for West Africa based organizations. Many UN agencies and other international and intergovernmental organizations have regional offices. There is an important expat community living in Dakar.

Dakar is generally a safe city. However, as in any big city, we recommend not to go out alone in the evening in certain neighbourhoods or in isolated and rarely visited corners. It is important to always carry out an ID card/UNLP when going out.

Dakar provides very descent medical facilities ranging from national hospitals and medical centers to private medical services with highly qualified national and foreign generalists and specialists. .

In terms of accommodation, several options exist. Living alone in a villa or an apartment or sharing with others. It ranges from very chic neighbourhoods to modest ones. Several real estate agencies offer different housing options in all neighbourhoods.

There are three main landline and mobile phone service providers in Senegal: ORANGE, EXPRESSO and TIGO. They ensure full coverage of Dakar. They also provide access to the Internet by GPRS, 3G or 4G (ORANGE).

Nationals of certain countries are exempted from the entry visa while others are required to have them. At any rate, it is free of charge. More information on visa requirements (for spouses) can be found at: [www.visasenegal.sn/](http://www.visasenegal.sn/)

Visa, MasterCard. It is recommended to use the exchange offices housed within the banking and financial institutions.

Senegal is in the time zone UTC + 00

## **VIII How to apply**

To apply, visit the iRecruitment website at <http://www.fao.org/employment/vacancies/associate-professional-officers/en/> and complete your online profile.

Only applications received through iRecruitment will be considered.

Candidates are requested to attach a letter of motivation to the online profile.

Vacancies will be removed from iRecruitment at 23:59 Central European Time (CET) on the deadline for applications date. We encourage applicants to submit the application well before the deadline date.

If you need help, or have queries, please contact: [iRecruitment@fao.org](mailto:iRecruitment@fao.org)

Applicants will receive acknowledgement of receipt of their submission

Only shortlisted candidates will be contacted

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