


Advertisement		 IFAD Investing in rural people
Junior Professional Officer		
Programme Analyst		
International Fund for Agricultural Development (IFAD)	Closing date: 30 August 2022	
I General information		
Title:	Programme Analyst	
Sector of Assignment:	Operational, Policy and Results Division (OPR), Compliance Function (SECAP)	
Country:	Italy	
Location (City):	Rome	
Agency:	IFAD	
Duration of Assignment:	Initially one year with the possibility to extend up to a maximum total of 3 years	
Grade:	P2 step 1 in the first year	
<p>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 PEOPLE WITH THE DUTCH NATIONALITY.</p> <p>For criteria see the website of Nedworc Foundation: Junior Professional Officer Programme - Nedworc Foundation Please read the criteria and FAQ section carefully before considering applying</p>		
II Duties and responsibilities		
<p>The Junior Professional Officer (JPO) provides reliable technical expertise and guidance on SECAP requirements at the design and implementation stages of IFAD-supported projects including, Non-Sovereign Operations, and initiatives supported by the Global Environmental Facility and the Green Climate Fund. S/He is a specialist and knowledge builder in her/his thematic specialization. The JPO will also contribute to compliance monitoring and reporting on SECAP through the project cycle, support knowledge flows and help to instil a culture of learning on sound environmental, social and climate practices.</p> <p>Work at this level is characterized by client-oriented technical expertise on environmental, social and climate standards. The JPO builds and maintains collaborative working relationships with the Environment, Climate, Gender and Social Inclusion Division (ECG), Private Sector Advisory and Implementation Unit (PAI), Project Delivery Teams (PDTs) and OPR's compliance team to enhance consistency, cohesion, and synergy in the provision of SECAP compliance support to project teams.</p> <p>It is envisioned that after the first year the JPO will be fully conversant with SECAP entry points in the project cycle (loans, grants, NSO, Adaptation Fund, Green Climate Fund and the Global</p>		

Environment Facility). By the end of the assignment, s/he would have: (i) gained experience in strengthening ESC risk management associated with IFAD-supported projects to contribute to better impact and results on the ground and long-term development impact and sustainability; and (ii) sound interpersonal skills to effectively work with project teams, IFAD clients and other partners. S/He will also project the image of IFAD as a credible/reliable partner striving for promotion of environmental, social and climate sustainability.

The JPO will work under the overall supervision of the Director of the Operational, Policy and Results Division (OPR) and the direct supervision of Lead, Technical Specialist - SECAP compliance.

Environmental, social and climate risk management and enhancing opportunities.

As JPO- Safeguards, s/he will provide reliable guidance and support to OPR's SECAP team, PDTs and Borrowers/Clients in addressing safeguard aspects/concerns in IFAD-supported operations during the concept, design and implementation stages (throughout project lifecycle) through the following:

- Provide ESC compliance support to IFAD-supported projects and programmes, for both private and public sectors.
- Address ESC compliance issues (risks and opportunities) in various IFAD operations during the concept, design, and implementation stages. Includes support to validation of risk categories in project designs
- Support Project Delivery Teams and Borrowers/Recipients for the finalization of the Terms of Reference for the preparation of SECAP studies (environmental and social impact assessments, environmental, social and climate environmental and social management systems) to ensure compliance with SECAP.
- Review project draft documentation (Project design reports and SECAP studies) to ensure that risks have been adequately identified and appropriate resources and capacity are deployed to effectively meet SECAP requirements in project design and implementation.
- Support the alignment of selected project designs with the safeguards of key partners (AF, GEF and GCF).
- Liaise with project teams to support consistency in the integration of environmental and social safeguard requirements.

Policy and Compliance with ESC Requirements:

- Support the review and/or revision of specific IFAD environmental and social policies, guidelines, and tools.
- Support in providing ESC guidance to project delivery teams to enhance their awareness and the capacity of the projects and programmes to comply with the SECAP
- Carry out other related assignments as required by the Director.

Capacity Building and Knowledge Management:

- Track and report on projects identified as high-risk; improve knowledge management of IFAD's project lessons on the SECAP process with a view to aligning it with IFAD business processes and decentralized efforts.
- Support drafting and/or improvement of SECAP reporting templates for use in implementing and monitoring requirements of NSOs.
- Support the development and implementation of capacity building and training programs for staff within IFAD and in the Hubs. This includes developing simplified SECAP guidance material and updating existing knowledge products.
- Contribute to advocacy and knowledge development activities and building awareness around environmental, social and climate standards among staff.

III Training component: Learning elements and expectations
<p>Upon completion of the assignment the JPO will have/ will be able to:</p> <ul style="list-style-type: none"> • Understand environmental and social due diligence of NSOs; • Be familiar with IFAD's Code of Conduct and Core values; • Communicate effectively to suit various audience in a highly diverse setting; • Learned how to reach out to supervisors and staff, listening and responding effectively, and efficiently to technical queries and building relationships; • Learned how to be an agent of change, client orientation and service.
<p>The JPO training programme includes the following learning elements:</p> <ul style="list-style-type: none"> • On the job training in safeguard compliance on a wide range of new and emerging issues. • Participation in training (safeguards, mainstreaming and NSO) organised by IFAD and external training providers • Participation in in-house training offered by other IFAD Divisions • Direct coaching by Lead, Policy and Results Specialist, SECAP compliance function.
IV Supervision
Title of supervisor: Lead, Technical Specialist - SECAP compliance
<p>Content and methodology of supervision</p> <p>The JPO will work under the overall supervision of the Director of the Operational, Policy and Results Division (OPR) and the direct supervision of Lead, Technical Specialist - SECAP compliance.</p>
V Required Qualifications and Experience
<p>Education:</p> <p>Master's degree or equivalent in environmental sciences, environmental engineering, natural resource management, agriculture, rural development, sociology, applied social science, or other related discipline.</p>
<p>Working experience:</p> <p>Minimal 2 years to maximal 4 years relevant working experience environmental and social safeguarding, preferably in the private sector or development organization providing support on a global or regional scope. Experience working in the field and in one or more of the following topics is an advantage: environmental and social governance, impact assessment, Financial intermediaries, climate change and labour issues.</p> <p>Working experience within the UN system should not exceed 50% of the relevant working experience including UNV, (paid) UN internship and UN consultancy.</p> <p>All paid work experience since obtaining bachelor's degree will/can be considered.</p>
<p>Languages: Excellent written and verbal communication skills in English. Working knowledge of another official language (Arabic, French, or Spanish) is desirable.</p>
<p>Key competencies:</p> <ul style="list-style-type: none"> • Knowledge of the principles and concepts of risk management. • Demonstrated ability to synthesize information, formulate opinions and make recommendations.

- Project management skills.
- Analytical and organizational skills.
- Demonstrated ability to communicate effectively in a diverse organization, tailoring language, tone, style, and format to match audience.
- Ability to propose new ways of engagement with project teams while advocating for the implementation of SECAP requirements.

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 poverty and hunger in rural areas in developing countries. It does so by financing projects and programmes that increase agricultural productivity and raise rural incomes, and by advocating at the local, national and international level for policies that enable poor rural people to overcome poverty. IFAD is also an implementing agency of the Global Environment Facility (GEF), the Green Climate Fund (GCF), Least Developed Country Fund and the Special Climate Change Fund. These funds complement IFAD's baseline activities to further integrate environment and climate change considerations in rural development operations and to channel climate finance to poor smallholders

The Programme Management Department (PMD), under the leadership of an Associate Vice-President, is responsible for the overall programme of loans and grants of the Fund, and is composed of five (5) regional divisions, and an Operational Policy and Results Division (OPR). The compliance function in OPR plays a key role in ensuring the proper application of Social, Environmental and Climate Assessment Procedures (SECAP) and its associated tools, in order to enhance environmental, social and climate sustainability into IFAD-supported operations. In doing so, it strengthens risk management of projects, contributes to better impact and results on the ground and long-term development impact and sustainability. It also leads corporate efforts for greater transparency, including by ensuring world-class disclosure standards in operations. The challenge for the Function is to ensure that IFAD's investments are compliant with SECAP safeguard requirements.

IFAD's updated SECAP 2021 Edition came into effect on 1 September 2021. The updated SECAP defines an improved course of action for assessing environmental, social and climate (ESC) risks to enhance the sustainability of IFAD-supported programmes and projects. The updated SECAP applies to: (i) all investments in the Program of Loans and Grant (POLG); (ii) jointly co-financed projects/programs; (iii) non-Sovereign operations (NSO) for which IFAD financing is sought. They also apply to IFAD's Adaptation for Smallholder Agriculture Programme, Borrowed Resource Access Mechanisms, Additional Financing and technical assistance including Reimbursable Technical Assistance as relevant, and to project/programmes Level 1 Restructuring. In this regard, the final updated SECAP will remain as one of many important building blocks of IFAD's approach to achieve better impact and results on the ground and long-term development.

VII Information on living conditions at Duty Station

Information on Rome as a place to live and duty station is widely available. Specific questions will be addressed at the conclusion of the recruitment process.

VIII How to apply

Please submit your application through the [Careers \(ifad.org\)](https://careers.ifad.org) by the above deadline (23:59 Rome time - CEST, GMT+2).

IMPORTANT! Please note that we are unable to accept and process any application outside the system. Therefore, when applying, please allow sufficient time to prepare and submit your application before the closing date, including the time to request technical support during office hours, should you encounter any system issues (contact erecruit@ifad.org).

Applicants should note that IFAD staff members are international civil servants subject to the authority of the President of IFAD. In accordance with IFAD's Human Resources Policy, staff members are subject to the authority of the President who can decide to assign them to any of the activities of the Fund. All International Professional staff members are required to be geographically mobile and positions in the professional category are subject to changes in location at any time in line with strategic priorities and reform initiatives in 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.

Applicants will receive acknowledgement of receipt of their submission.