



Issued on: 19 December 2012

Deadline For Application: 17 January 2013

POSITION TITLE:	Senior Officer (Gender, Equality and Rural Development)	GRADE LEVEL:	P-5
ORGANIZATIONAL UNIT:	Regional Office for Africa RAF	DUTY STATION:	Accra, Ghana
		DURATION *:	Fixed Term: 2 years
		POST CODE/N°:	0123900
		CCOG CODE:	1.L

Applications from qualified women as well as from qualified nationals of non-and under-represented member countries are encouraged
Persons with disabilities are equally encouraged to apply

All applications will be treated with the strictest confidence

The incumbent may be re-assigned to different duty stations within the region depending on the evolving needs of the Organization

DUTIES AND RESPONSIBILITIES

Under the overall managerial and administrative supervision of the Assistant Director-General, FAO Regional Office for Africa, and the technical guidance of the Director, Gender, Equity and Rural Employment Division (ESW), in close collaboration with a network of all the FAO regional gender experts and Gender Focal Points (GFPs) and the ESW Division, plan and co-ordinate the implementation of and provide technical support to the integration of social and gender dimensions into FAO's overall programme in the region. The incumbent will also contribute to strengthening partnership and knowledge networks within and outside the Organization, supporting country-level actions guided by FAO's country Programme Framework (CPF) as well as increasing South-South and triangular cooperation. In particular, the incumbent will:

- support country-level actions guided by FAO's country Programming Frameworks (CPFs), subregional and regional priority frameworks and higher-level strategic frameworks of the Organization in order to transform FAO's knowledge products into country-level results and impacts;
- ensure that all policies and programmes supporting FAO's gender equality policy are implemented in FAO's field programme of the region / subregion;
- ensure that gender equality and women's empowerment issues are addressed, monitored and reported on for all narrative and field activities;
- act as regional gender focal point and develop and monitor a regional strategy for FAO's support to the incorporation of gender, equality and rural employment concerns into agriculture and rural development policies, programmes and projects in Sub-Saharan Africa member countries, taking into account regional priorities and global policy positions and tools to reduce hunger and poverty;
- provide guidance and technical support for capacity building of staff in FAO, members countries and regional economic bodies in the areas of needs assessment, sex-disaggregated collection and analysis of socio-economic data, particularly for gender and equity differentiated research and impact analysis of agricultural and rural development policies, programmes, and institutions;
- provide policy guidance and technical support to Member countries in support of the Organization's work on gender, equality and rural employment in the core areas of FAO's work (e.g., agriculture, livestock and trans-boundary diseases, trade, food safety);
- contribute to the formulation, implementation and monitoring of Country Programme Frameworks (CPFs) and UN joint programmes, assuring the incorporation and integration of gender, equality and rural employment issues;
- provide technical assistance to member countries and regional bodies in the analysis, implementation and monitoring of policies and programmes for promoting gender, equity and employment in rural development strategies; promote and facilitate the exchange of experience and information among organizations in these fields;
- support the establishment, coordinate and strengthen the functioning of a regional network of Gender Focal Points (GFP) comprising sub-regional and country offices and helping to consolidate a network of gender experts in the region capable of assisting Member States to integrate gender, equity and rural employment in their policies, programmes, and projects;
- liaise and maintain close collaboration with the African Union Commission, NEPAD Planning and Coordinating Agency and other stakeholders in the Africa Region (e.g., UN, AfDB, NGOs, producer and civil society organizations) to strengthen the participation and influence of rural women and food insecure groups in policy processes and to ensure complementarity in the provision of technical assistance in these areas;
- represent FAO/RAF at major interagency and regional meetings and seminars on gender, social equality and rural employment issues in the region;
- perform other related duties as required.

MINIMUM REQUIREMENTS

Candidates should meet the following:

- Advanced university degree in Development Economics, Social Sciences, Rural Development, or other related disciplines with formal training in qualitative and/or quantitative analysis
- Ten years of relevant experience in the planning and management of social equity policies and programmes, with a special focus on gender responsive policies, programmes and analyses, and some experience with employment and youth issues
- Working knowledge of English and French

SELECTION CRITERIA

Candidates will be assessed against the following:

- Extent of relevant experience in analyzing and integrating gender dimensions into policy and programme formulation, implementation and assessment, particularly in the areas of sustainable rural and agriculture development, social equity and employment

- Extent of relevant experience in planning and managing capacity development and institution building programmes in the area of gender integration and programming
- Breadth and depth of analytical experience, including demonstrated ability to set up and guide socio-economic research and collect and analyse gender disaggregated data
- Level of oral and written communication skills in English and French, including demonstrated ability to write clear and concise reports and briefs
- Extent of relevant experience in managing programmes and financial and human resources, in developing and managing partnerships, in mobilizing resources to fund programmes and in delivering results against deadlines
- Demonstrated ability to operate effectively in teams, as a leader and a member in a multicultural and dynamically- evolving work environment

Please note that all candidates should possess computer/word processing skills and should be capable of working with people of different national and cultural backgrounds.

** The length of appointment for internal FAO candidates will be established in accordance with applicable policies pertaining to the extension of appointments*

REMUNERATION

A competitive compensation and benefits package is offered. For information on UN salaries, allowances and benefits, click on the following link: <http://icsc.un.org/>

To apply: visit the iRecruitment website at

<http://www.fao.org/employment/irecruitment-access/en/>

and complete the on-line application

In order for your application to be properly evaluated, please ensure that all sections of the on-line application are completed.

Please note that FAO staff members are international civil servants subject to the authority of the Director-General and may be assigned to any activities or office of the organization.

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