



## Food and Agriculture Organization of the United Nations

### PROFESSIONAL VACANCY ANNOUNCEMENT N°: IRC3252

Issued on: 3 March 2016

Deadline For Application: 17 March 2016

|                             |   |                      |   |
|-----------------------------|---|----------------------|---|
| <b>POSITION TITLE:</b>      | <b>Policy Officer (FIRST Programme)</b> | <b>GRADE LEVEL:</b>  | <b>P-4</b>  |
| <b>ORGANIZATIONAL UNIT:</b> | <b>FAO REPRESENTATION IN RWANDA</b>     | <b>DUTY STATION:</b> | <b>Kigali, Rwanda</b>                                       |
|                             |   | <b>DURATION *:</b>   | <b>Fixed-term: One year (with possibility of extension)</b> |
|                             |   | <b>POST NUMBER:</b>  |   |
|                             |   | <b>CCOG CODE:</b>    | <b>1.L.09</b>   |

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

**Qualified female applicants and qualified nationals of non-and under-represented member countries are encouraged to apply.**

**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 activities and/or duty stations depending on the evolving needs of the Organization.**

#### Organizational Setting

The main aim of the FAO country offices, which are headed by an FAO Representative, is to assist governments to develop policies, programmes and projects to achieve food security and to reduce hunger and malnutrition, to help develop the agricultural, fisheries and forestry sectors, and to use their environmental and natural resources in a sustainable manner.

Food and Nutrition Security Impact, Resilience, Sustainability and Transformation (FIRST) is a FAO and European Union partnership programme with the purpose of providing a policy assistance mechanism for improved food and nutrition security and sustainable agriculture. FIRST is designed to strengthen the enabling environment for food security and nutrition and sustainable agriculture in a number of selected priority countries. FIRST will be embedded within the FAO's programme management and coordination structure. It will contribute directly to the food security, nutrition and sustainable agriculture policy and governance related results envisioned under FAO Strategic Objectives 1 and 2.

The Policy Officer works under the overall technical guidance of FIRST Senior Technical Adviser (FAO/Rome). He/she will work in close collaboration with the Minister of Agriculture and Animal Resources, the EU Delegation, the FAO Representative, the Ministry Permanent Secretary and relevant government ministries/institutions.

#### Reporting Lines

The Policy Officer reports to the FAO Representative

#### Technical Focus

Provide leadership, guidance and operational support for results-based policy assistance, capacity development and facilitate policy dialogue around food and nutrition security and sustainable agriculture. Strengthen the enabling environment for food security and nutrition and sustainable agriculture in Rwanda with a particular focus on:

- Promoting multi-sectoral and inter-governmental dialogue and coordination to develop and implement an agreed agenda and work plan linking sustainable agriculture with food security and nutrition;
- Strengthening national and country government's capacities to develop and implement policies, legislation, programmes and investments related to agriculture, food security and nutrition in Rwanda;
- Build strategic partnerships with relevant stakeholders at national, regional and global level and support donors' coordination and alignment to national and country level priorities.

#### Key Results

Development and implementation of coherent, integrated and effective policy assistance and governance work supporting member states at country level.

#### Key Functions

- Analyses the existing policy framework for Rwandan agriculture, with a specific focus on policies & inter-ministerial frameworks for Sustainable Agriculture, building in particular on the policy assessments that will be undertaken through FAO's Sustainable Food and Agriculture (SFA) approach;
- Develops a quantitative assessment with the support of additional technical assistance, of growth drivers for the agricultural sector with due consideration of existing analytical studies, the agricultural sector investment plan and other relevant literature;
- Identifies high impact key investment areas (in social, capital, environmental terms) for inclusive and sustainable agriculture growth to achieve food and nutrition security;

- Identifies capacity gaps in taking evidence-based investment decisions to attain the targeted 8.5% growth.
- Identifies opportunities to link with and draw on relevant initiatives and expertise from FAO and other specialized bodies operating nationally, regionally and globally;
- Draws on available expertise from FAO and European Union or contract short-term skilled people to address those gaps;
- Establishes and maintains partnership with the MINAGRI Planning and Budget Specialist to integrate the proposed strategies to mitigate constraints to growth and mainstreaming of FNSSA in sectorial policy and planning documents, e.g. the Strategic Issues Paper, the Single Action Plan and the Joint Imihigo;
- Promotes and coordinate a sustainable and inclusive approach to the growth in Agriculture, in close collaboration with Development Partners, NGOs, the private sector and other Technical Assistance available to the sector;
- Collaborates with nutrition experts to ensure that proposed investments and policy reviews are nutrition sensitive;
- Enhances MINAGRI capacities to handle a multi-sectoral dialogue on sustainable agriculture and skills in project formulation, design and appraisal;
- Leads and/or participates in resource mobilization activities;
- Performs other duties as required.

## **CANDIDATES WILL BE ASSESSED AGAINST THE FOLLOWING**

### **Minimum Requirements**

- Advanced university degree in agricultural economics, agro-economics or a related
- Seven years of relevant experience in support of national governments in a variety of areas including institutional planning and budgeting, policy analysis and advice related to food and nutrition security and/or sustainable agriculture policy
- Working knowledge of English (level C) and limited knowledge (level B) of French

### **Competencies**

- Results Focus
- Leading, Engaging and Empowering
- Strong Communications Skills
- Partnering and Advocating
- Knowledge Sharing and Continuous Improvement
- Strategic Thinking

### **Technical/Functional Skills**

- Work experience in more than one location or area of work, particularly in field positions is essential
- Extent and relevance of experience in inter-institutional coordination, negotiation, policy analysis and provision of evidence-based policy advice related to food and nutrition security and/or sustainable agriculture policy
- Extent and relevance of experience sustainable agriculture and rural development and its related approaches.
- Extent and relevance of experience in resources mobilization
- Extent and relevance of experience and knowledge of project design, economic and financial modelling and expertise in sustainable agriculture, agricultural technologies or food security and nutrition

---

Please note that all candidates should adhere to *FAO Values of Commitment to FAO, Respect for All and Integrity and Transparency*.

---

## **ADDITIONAL INFORMATION**

- All candidates should possess computer/word processing skills.
- Evaluation of qualified candidates may include an assessment exercise which will be followed by a competency-based interview.
- Your application will be screened based on the information provided in your iRecruitment online profile (see “*How to Apply*”). We strongly recommend that you ensure that the information is accurate and complete including employment record, academic qualifications and language skills.
- Candidates may be requested to provide performance assessments.

## **REMUNERATION**

A competitive compensation and benefits package is offered. For information on UN salaries, allowances and benefits, click on the following link: [http://www.un.org/Depts/OHRM/salaries\\_allowances/salary.htm](http://www.un.org/Depts/OHRM/salaries_allowances/salary.htm)

---

## **HOW TO APPLY**

To apply, visit the iRecruitment website at <http://www.fao.org/employment/iRecruitment-access/en/> and complete carefully your online profile (PPF). 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)

**FAO IS A NON-SMOKING ENVIRONMENT**