



Food and Agriculture Organization of the United Nations

**CALL FOR EXPRESSIONS OF INTEREST - VACANCY ANNOUNCEMENT N°: IRC4774  
GENERAL ROSTER for TECHNICAL AREAS**

Issued on: 9 OCTOBER 2017

Deadline For Application: 15 November 2017

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<b>JOB TITLE:</b> Technical Consultant (Various)	<b>TYPE OF CONTRACT:</b> *Consultant or PSA
<b>ORGANIZATIONAL UNIT:</b> REGIONAL OFFICE FOR LATIN AMERICA AND THE CARIBBEAN	<b>DUTY STATION:</b> Various
	<b>DURATION:</b> Up to 11 months, with a possibility of a renewal

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*FAO seeks gender, geographical and linguistic diversity in its staff and international consultants in order to best serve FAO Members in all regions.*

**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.**

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### Organizational Setting

The Regional Office for Latin America and the Caribbean (RLC) is responsible for leading FAO's response to regional priorities for food security, agriculture and rural development through the identification, planning and implementation of FAO's priority activities in the region. It ensures a multidisciplinary approach to programmes, identifies priority areas of action for the Organization in the Region and, in collaboration with departments and divisions at Headquarters, develops, promotes and oversees FAO's strategic response to regional priorities. RLC also advises on the incorporation of regional priorities into the Organization's Programme of Work and Budget and implements approved programmes and projects in the region, monitors the level of programme implementation and draws attention to problems and deficiencies. RLC develops and maintains relations with region-wide institutions including the Regional Economic Integration Organizations (REIOs).

The consultancy assignments are located at the FAO Regional (Chile) and sub-Regional (Barbados and Panama) offices or in country offices within the region.

Interested consultants are invited to submit their applications on-line in order to establish their profiles in the RLC Roster database from which they may be considered for consultancy opportunities which might arise. Inclusion in the database does not guarantee a contract with RLC or other FAO units. Applications will be maintained in the database for a period of two years. The exact contractual arrangements pertaining to each consultancy will be determined as appropriate to the nature of that particular consultancy. These assignments do not carry any expectation of, or imply any right to, further extension, renewal or conversion to any other appointment.

### Global Call Purpose

The purpose of the Global Call is to attract global talent for the Consultant and Personal Services assignments as they become available. The Global call will create a roster of Applicants that will be used to identify candidates for these assignments.

Below are FAO Strategic Objectives (SOs) covered by the technical roster:

- Contribute to the eradication of hunger, food insecurity and malnutrition (SO1)
- Make agriculture, forestry and fisheries more productive and sustainable (SO2)
- Reduce rural poverty (SO3)
- Enable more inclusive and efficient agricultural and food systems (SO4)
- Increase the resilience of livelihoods to threats and crises (SO5)

Below are the cross-cutting themes covered by the roster:

- Technical leadership, analysis and publications
- Statistics
- Climate change
- Gender
- Governance
- Nutrition

### Duration

Depending on the task to be undertaken, the appointment will be on a short-term contract, lasting from several days to 11 months, renewable subject to satisfactory performance and depending on the resources and needs of the Organization.

### Reporting Lines

The consultant reports to a Team Leader of the assignment.

### Key tasks

- supports the design and implementation of policies, regulatory frameworks and institutional arrangements supportive of inclusive, equitable, effective, and efficient systems
- promotes the regular use of knowledge, information and early warning for evidence-based decision making and monitoring

- supports governments in establishment of enabling environments, including the development of conducive and effective policies, strategies and investment plans, programmes, governance and coordination mechanisms in a cross-sectoral, integrated and participatory way
- enhances country public and private sector capacities and investments to design, implement and evaluate policies, strategies and programmes, including through international and regional instruments
- enables producers and vulnerable groups to become agents of change and innovators and to achieve sustainable increases in production and productivity;
- empowers the rural poor and their organizations, and particularly youth, women and vulnerable groups, to access productive resources, services, markets, productive employment and decent work opportunities, social protection systems
- formulates and builds capacities to implement regional and international standards, agreements and voluntary guidelines and legal, policy and institutional systems and frameworks
- provides technical backstopping to field projects
- strengthen country preparedness and response at all levels
- perform any other duties as required

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

### **Minimum Requirements**

- For Consultants: Advanced university degree (Master or equivalent) relevant to the above areas (e.g. agriculture, fisheries, forestry, international development, social science, economics, or any area related to the work of the Organization);
- For PSAs: University Degree in the above areas
- For Consultants/PSA level C: at least one year of relevant experience
- For Consultants/PSA level B: at least five years of relevant experience
- For Consultants/PSA level A: at least ten years of relevant experience
- Working knowledge (Level C) of Spanish and limited knowledge (Level B) of English for Regional Office in Chile, Sub-Regional office in Panama and Latin American Countries
- Working knowledge (Level C) of English and limited knowledge of Spanish or (in some cases) French in the Sub Regional office of Barbados and Caribbean countries. (for PSA only one language is required)

### **Competencies**

#### **For Consultants/PSA Level A:**

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

#### **For Consultants/PSA Level B and C**

- Results Focus
- Teamwork
- Communication
- Building Effective Relationships
- Knowledge Sharing and Continuous Improvement

### **Technical/Functional Skills**

- Work experience in more than one location or area of work, particularly in the field is desirable
- Extent and relevance of field experience in a technical area of assignment
- Extent and relevance of experience in providing policy advice at local, national, and regional levels
- Extent and relevance of knowledge in the implementation of international instruments related to pertinent field of expertise
- Extent and relevance of experience in project/programme formulation and implementation of projects, programmes and studies in the pertinent field of expertise
- Extent and relevance of knowledge and understanding of the work of international organizations, regional entities and national governments
- Ability to support resource mobilization efforts
- Ability to organize and conduct technical meetings, conferences and workshops when applicable

## **\*INFORMATION ON TYPES OF FAO CONTRACTS**

### **Consultant Assignments** (Professional)

**Category A:** is reserved for assignments which require top level expertise in a particular specialty and may result in operational activities involving large commitments of human and/or financial resources, typically equivalence to professional grades P-5 and above. The Consultant has to deliver, with technical independence, high-level cutting edge expertise, deliver complex analysis and reports or authoritative advice on highly complex or technical issues, generally with significant political implications. Classifications include i) Authority in the given field at least ten years of relevant experience; ii) World Class Expert, at least fifteen years of relevant experience. Assignments at this level are significantly visible outside the organization, are innovative or even ground-breaking, require facilitation and coordination with other high-level contributors or leadership to achieve consensus around desired results, and may shape perceptions of stakeholders and motivate partners. Nevertheless, these outputs are recommendations and will need approval or endorsement by FAO senior management.

**Category B:** typically used for assignments with an equivalence to the professional grades P3-P4, requiring specialized expertise to FAO in an area where in-house expertise is not available. Assignments are creative and innovative and require seasoned professionals, specialist advisors or experts with complete knowledge of the subject area and the ability to adapt concepts to emerging needs. The Consultant is expected to introduce/develop new approaches, techniques, policies, proposals to solve significant challenges and/or establish important guidelines. Category-B consultancies will be distinguished based on the academic/relevant experience needed given the complexity of the assignment: i) Specialist/Seasoned professional, at least five years of relevant experience); ii) Specialist Advisor, seven+ years of relevant experience; iii) Expert in her/his field of expertise, at least ten years of relevant experience. In general, the Consultant is expected to carry out assignments with a high level of independence and minimal technical guidance, and the assignment may require provision of technical or specialized advice, with both internal and external stakeholders

**Category C:** generally used of assignments requiring less experience, i.e. university graduate with 1-4 years of relevant experience post-graduation (equivalent to P-1/P2 level). Assignments are descriptive or analytical, requiring good familiarity with the theory and concepts of the area of specialization, sound analytical capacity to the work of others and an ability to apply current conceptual models and frameworks and focus on the practical needs of programme execution. In general, the assignments are closely supervised and interaction with stakeholders is limited.

### **Personal Service Assignments** (Professional)

**Category A:** Reserved for PSAs who are widely known as a top authority or expert in her/his field, equivalent to at least 10 years of relevant experience and for assignments with technical independence that are typically carried out at the professional grades D1 and D2.

**Category B:** covers high value, time-bound assignments equivalent to professional grades P3-P5 (e.g. training, IT services, and specialized services), involving seasoned professionals with at least five years of relevant experience, a thorough knowledge of the subject matter and the ability to adapt tools and concepts to emerging needs. The agreement provides technically sound expertise to FAO, with a high level of independence and minimal technical guidance, in an area where no, or insufficient, in-house expertise is available

**Category C:** This level covers: i) the university graduate with some pertinent experience (i.e. one to four years of experience); or ii) the technical specialist with at least one year experience of a quasi-professional nature. The person is expected to have good familiarity with the theory, tools and the concepts of the subject matter, may carry out analysis that is limited in complexity or scope, and is guided by more experienced staff members or senior Consultants.

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

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### **ADDITIONAL INFORMATION**

- FAO does not charge a fee at any stage of the recruitment process (application, interview meeting, processing).
  - Incomplete applications will not be considered. If you need help, or have queries, please contact: [iRecruitment@fao.org](mailto:iRecruitment@fao.org)
  - Applications received after the closing date will not be accepted.
  - Only language proficiency certificates from UN accredited external providers and/or FAO language official examinations (LPE, ILE, LRT) will be accepted as proof of the level of knowledge of languages indicated in the online applications.
  - For other issues, visit the FAO employment website: <http://www.fao.org/employment/home/en/>
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## **HOW TO APPLY**

To apply, visit the iRecruitment website at <http://www.fao.org/employment/irecruitment-access/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)

**FAO IS A NON-SMOKING ENVIRONMENT**