



Food and Agriculture Organization of the United Nations
PROFESSIONAL VACANCY ANNOUNCEMENT N. IRC5382

Issued on: 20 March 2018

Deadline For Application: 8 April 2018

POSITION TITLE:	Associate Professional Officer (Gender and Accountability to Affected Populations/AAP) – funded by The Netherlands	GRADE LEVEL:	P-2
ORGANIZATIONAL UNIT:		DUTY STATION:	Dakar, Senegal
		DURATION*:	Fixed Term: one year with possibility of extension up to 3 years
		POST NUMBER:	To be determined
		CCOG CODE:	1.L.09

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

This position is only open for nationals of eligible countries as indicated by the Dutch Government:
<http://www.nedworfoundation.nl/pdf/List%20of%20eligible%20developing%20countries%20-%202015.pdf>
Qualified female applicants are encouraged to apply.
Persons with disabilities are equally encouraged to apply.
All applications will be treated with the strictest confidence.

Organizational Setting

The Regional Office for Africa (RAF) 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. RAF 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. RAF develops and maintains relations with region-wide institutions including the Regional Economic Integration Organizations (REIOs).

The Regional Office supports regional policy dialogue on food security, agriculture and rural development issues, facilitates the emergence of regional partnerships, and supports capacity development and resource mobilization for food security, agriculture and rural development in the region.

The post is located in the Sub Resilience team for West Africa/Sahel (REOWA), in Dakar

Reporting Lines

The Associate Professional Officer reports to the Coordinator of the Subregional Resilience Team (REOWA).

Technical Focus

Humanitarian, agronomy, gender, accountability, resilience in crisis. Ensure 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 3rd outcome, on Social Protection, of Strategic Objective 3 "Reducing rural poverty".

Key Results

Collection and analysis of information, data and statistics and project / meeting services to support programme projects, products and services

Key Functions

- Collects and analyzes relevant technical, social, economic, environmental, institutional and technology related information, data and/or statistics to support the delivery of programme projects, products and services
- Undertakes analysis, provides technical input for plans and reports and edits/revises technical/scientific documents.
- Participates in the development of improved work methods, tools and systems
- Updates databases and web pages
- Participates on multi-disciplinary project/work teams
- Collaborates in the development of training tools and materials and the organization of workshops/seminars etc.
- Participates in the organization, conduct and follow-up of meetings, consultations and conferences, the development/production of required materials and the provision of information and assistance to partners

Specific Functions

1. Support programming to include gender and AAP

- Provides 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;
- Reviews 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: reports on gender and AAP specific successes and challenges, systematically and strategically;
- Assists national projects teams in defining a specific strategy to address, monitors and reports on gender equality and AAP related results and strengthen the capacity of national implementing partners and project staff in addressing these issues;
- Mainstreams 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;
- Ensures that gender equality and AAP issues are mainstreaming in resource mobilization and in building strategic partnerships at different levels across sectors;
- Identifies and disseminates good and innovative practices for the promotion and communication on gender equality and AAP approaches.

2. Support capacity development on gender and AAP

- Develops, 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;
- Organizes capacity development activities tailored to different target audiences to enhance their knowledge and skills on gender and AAP issues ;
- Supports 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;
- Provides technical support to country offices based on demand and need, especially in L3 situations to address gender and AAP issues;
- Contributes 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

- Provides technical guidance on how to collect and analyse sex- and age- disaggregated data to be used in gender-responsive programme formulation, planning and reporting;
- Works with the M&E officers at national and (sub-) regional levels to improve how monitoring and evaluation systems capture, analyses 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;
- Ensures that specific indicators linked to gender and AAP are included and used in Results Assessment Frameworks;
- Develops practical and brief guidelines for mainstreaming gender and AAP issues into ongoing projects;
- Identifies and works 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;
- Reports on the progress in each country with guidance on planning, monitoring and evaluation of these activities, including the set of key performance indicators.

CANDIDATES WILL BE ASSESSED AGAINST THE FOLLOWING

Minimum Requirements

- Advanced university degree in agriculture, food security, social sciences, development, gender studies, or a related field

- Part of the candidate's 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.nedworfoundation.nl/pdf/List%20of%20eligible%20developing%20countries%20-%202015.pdf>
- Three years (and maximum 4 years) of relevant experience in food security, gender and AAP related fields in Africa
- Working knowledge of English and French.

Competencies

- 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 field positions is desirable
- Extent and relevance of experience in gender equality in crisis/resilience settings and AAP in the East Africa/Sahel context, including formulating, planning and implementing humanitarian and resilience projects
- Extent and relevance of knowledge of the UN system in the field is an asset

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.
- 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.
- Please note that FAO will only consider academic credentials or degrees obtained from an educational institution recognised in the IAU/UNESCO list.
- 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

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

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