



Food and Agriculture Organization of the United Nations

Vacancy Announcement No: IRC6064

Issued on: **9 January 2019**
Deadline For Application: **30 January 2019**

Position Title:	Senior Gender Officer	Grade Level:	P-5
		Duty Station:	Ghana, Accra
Organizational Unit:	Regional Office for Africa, RAF	Duration *:	Fixed term: two years with possibility of extension
		Post Number:	0123900
		CCOG Code:	1L

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

- **FAO is committed to achieving workforce diversity in terms of gender and nationality.**
- **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 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.

Reporting Lines

The Senior Gender Officer reports to the Regional Programme Leader.

Technical Focus

Gender equality and socio-economic development

Key Results

Leadership and conceptual thinking for the development and implementation of comprehensive technical, statistical and/or analytical frameworks to support the programme of work and related products, projects and services in accordance with the FAO Strategic Framework and in alignment with the Organization's Gender Policy.

Key Functions

- Plans, manages, or leads highly specialized or multi-disciplinary teams, leads, coordinates, and/or participates on Organization-wide, cross-Departmental committees, project teams, and working groups, and/or provides technical leadership/secretariat services on technical networks and/or international technical policy and standard setting bodies.
- Analyses global and country specific requirements as well as agricultural, economic, social, environmental factors to provide critical input into the FAO Strategic Framework, Programme of Work as well as Detailed Work Plans and the supporting budgets and/or resourcing strategies.
- Implements and monitors work programmes involving the conception and development of comprehensive statistical and/or analytical frameworks including early warning, medium and long-term plans and strategies, leading edge tools, methods, systems and databases, critical indicators, and/or policy models, for gender programming.
- Oversees and reviews, from a gender perspective, data collection, validation, analysis and reporting activities to support the development of technical standards, international instruments, innovation, FAO flagship publications/yearbooks, and/or on-going programme development as well as technical and/or policy advisory services.
- Provides technical and policy advice to Member Countries and technical support to decentralized offices in the development and implementation of their programmes of work.
- Plans, organizes and participates in capacity development activities involving the provision of advice, technical

assistance projects, training workshops, seminars, and meetings as well as oversees the development of related materials, on-line tools and information kits.

- Represents the Organization at international/inter-governmental meetings and conferences, advocates strategic partnerships, best practices, and increased policy dialogue and develops and negotiates effective working relationships/consensus and agreements with international and national partners.
- Leads and/or participates in resource mobilization activities in accordance with the Corporate strategy.

Specific Functions

- Ensures that all policies and programmes supporting FAO's gender equality policy are implemented in FAO's field programme of the region / subregions, promoting synergies and coherence with other agriculture and food development policies;
- Ensures that gender equality and women's empowerment issues are addressed, monitored and reported on for all narrative and field activities, and technically supports subregional and country offices to tangibly incorporate gender equality into field activities, across humanitarian, resilience and development contexts;
- Acts as regional gender focal point and develops and monitors 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;
- Provides guidance, technical support and capacity building of staff in FAO, member 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;
- Coordinates and strengthens the functioning of the regional network of Gender Focal Points (GFP) comprising sub-regional and country offices and helps 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;
- Liaises and maintains close collaboration with the African Union Commission, New Partnership for Africa's Development (NEPAD) Planning and Coordinating Agency, RECs 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 to attain sustainable agriculture and food systems and to ensure complementarity in the provision of technical assistance in these areas;
- Mainstreams gender in FAO's work on the SDGs;
- Performs other related duties as required.

CANDIDATES WILL BE ASSESSED AGAINST THE FOLLOWING

Minimum Requirements

- Advanced university degree in political science, economics, institutional development, social sciences, gender or other relevant social sciences
- Ten years of relevant experience in socio-economic analysis, policy formulation, capacity building in relation to gender
- Working knowledge of English and French

Competencies

- Results Focus
- Leading, Engaging and Empowering
- Communication
- 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 analyzing and integrating gender dimensions into policy and programme formulation, implementation and assessment, particularly in the areas of sustainable food and agriculture development, nutrition and management of natural resources;
- Extent and relevance of analytical and professional experience related to policy support and gender policy analysis, including knowledge of policy-related capacity development approaches and policy support tools;
- Extent and relevance in conducting socio-economic research, analyze sex disaggregated data and statistics, and apply findings to strengthen agricultural and rural development, food security and nutrition;
- Ability to mobilize resources;
- Extent and relevance of experience in organizing international meetings, seminars and training courses.

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 endorsed in the selection process for this vacancy announcement will be considered for the FAO Professional Employment Roster for a period of two years. The Roster is used to fill other similar positions at the same or lower grade, and in the same or another duty station
- 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

FAO IS A NON-SMOKING ENVIRONMENT