



UNCCD United Nations Convention to Combat Desertification

Junior Professional Officer Program (JPO) Chiffre Nr. 2023-1-25

TERMS OF REFERENCE

I. General Information

Title: JPO in Programme Management

Sector of Assignment: Programme Management, Environmental Science, International Relations

Organization/Office: United Nations Convention to Combat Desertification (UNCCD) / External Relations, Policy and Advocacy (ERPA)

Country and Duty Station: Bonn, Germany

Duration of assignment: 2 years with possibility of extension for another year. The extension of appointment is subject to yearly review concerning priorities, availability of funds, and satisfactory performance

Please note that for participants of the JPO-Programme two years work experience are mandatory! Relevant work experience can be counted. In order to assess the eligibility of the candidates, we review the relevant experience acquired after obtaining the first university degree (usually bachelor's degree).

II. Supervision

Title of Supervisor:

Chief of External Relations & Policy Advocacy (ERPA)

Content and methodology of supervision:

Establishment of a Work Plan: During the first month of the assignment, the Junior Professional Officer (JPO) will work jointly with his/her direct supervisor to finalize an agreed upon work plan. The final work plan will be discussed and mutually agreed to by the JPO and his/her supervisor.

Evaluation: The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to evaluate the JPO's performance. He/she will have daily contact with

the supervisors. Desired results and anticipated problems will be discussed beforehand with the incumbent. Depending on the incumbent's progress, regular feedback on the progress of activities will be given by supervisor. He/she will have a work program and will be assessed according to the implementation of the program.

III. Duties, Responsibilities and Output Expectations

Under the general supervision of the ERPA Chief and direct supervision of the responsible officer, the JPO will provide programme support services in the implementation of the various Unit activities and programmes. The JPO will have the following responsibilities and tasks:

1. Programme development with tenure and gender components

Develop specific guidance and exchange lessons learned, through national consultations in selected countries across regions, to assist Parties on the ways and means to integrate land tenure into land degradation neutrality (LDN), such as targets, plans, projects, and programmes to combat desertification/land degradation and drought. Upon request by the Parties, support inclusive and participatory national level dialogues on tenure- and gender-responsive LDN implementation.

Design awareness-raising actions on responsible land governance for combating desertification/land degradation and drought, and engage with Parties, civil society organizations, other United Nations organizations and other key partners, where appropriate, to have the widest reach among all stakeholders from global to local level, and particularly among people in vulnerable situations, including Indigenous peoples and local communities, those living in rural areas, women, youth, and persons with disabilities

2. Financing opportunities related to tenure security and gender equality

Identify financing opportunities to strengthen land governance and build a business case for responsible and sustainable public and private investments in land tenure, in line with the Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security and social and environmental safeguards, and particularly taking into consideration the perspectives of Indigenous peoples and local communities, women and youth. Support the development of a value proposition for improving tenure security and advocate for innovative financing for tenure-related projects and programmes.

3. Data and monitoring to enhance implementation of LDN commitments

Integrate land tenure information and gender-responsiveness into capacity development efforts and data analytic tools for evidence-based decision-making to support land degradation neutrality implementation through integrated land-use planning. Explore existing global indicators and data sets relevant to land governance with a view to avoiding duplication of reporting efforts and ensuring the widest reach among different national contexts, including the World Overview of Conservation Approaches and Technologies to enhance the implementation of the Gender Action Plan and its road map, including to generate gender-disaggregated data, to inform gender-responsive policy design for achieving land degradation neutrality.

4. Partnership mapping and outreach

Support the global mapping of relevant partners working on land tenure and gender equality at national and local levels to support LDN projects and programmes. Undertake the organization of technical and outreach activities, capacity building events, partner meetings and events, technical workshops, conferences, and national consultation meetings.

5. Other tasks to achieve the goals and objectives of the UNCCD

Provide support in job related tasks such as the review and capturing of lessons to contribute to the further improvement of support provided to country Parties, such as the organization of workshops and training events, donor reporting, participation in missions, substantive and administrative support, data collection, etc.

IV. Qualifications and Experience

Education:

Master's degree in sustainable land management, natural resources management, land governance or gender studies is required. Additional qualifications in communications or political science would be an advantage.

Work experience:

A minimum of 2 years of relevant work experience in project/programme management, environmental science, and/or international relations. Familiarity with tenure and gender analysis tools and methodologies and some experience with mainstreaming these considerations into projects and programmes.

Languages:

For this position, fluency in English is required. Knowledge of another UN official language would be an asset.

Other skills:

Excellent interpersonal skills, specifically in a multicultural working environment, written and oral communication, multitasking and analytical skills. Experience researching, drafting, and editing complex documents for publication is desirable. Proficient in the use of the Microsoft Office applications.

UN competencies:

PROFESSIONALISM: Shows pride in work and in achievements; Demonstrates professional competence and mastery of subject matter; Is conscientious and efficient in meeting commitments, observing deadlines and achieving results; Is motivated by professional rather than personal concerns; Shows persistence when faced with difficult problems or challenges; Remains calm in stressful situations

COMMUNICATION: Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify, and exhibits interest in having two-way communication; Tailors language, tone, style and format to match the audience; Demonstrates openness in sharing information and keeping people informed

PLANNING & ORGANIZING: Develops clear goals that are consistent with agreed strategies; Identifies priority activities and assignments; adjusts priorities as required; Allocates appropriate amount of time and resources for completing work; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently

Workforce Diversity

The United Nations believes that an inclusive culture attracts the best talent and encourages all qualified applicants, regardless of gender, disability, sexual orientation, cultural or religious backgrounds, to apply.

V. Learning Elements

On-the-job training, where the JPO will learn by doing, under supervision and/or exposure to best practices in the area of interaction with various UN entities, partners, donors, Government and non-government institutions, etc.

At the completion of the assignment, the incumbent should be able to:

- Write policy reports and recommendations
- Develop and assess project proposals and understand project cycle management
- Draft budgets according to UN standards
- Understand intergovernmental negotiations in a multilateral environmental agreement;
- Work effectively across teams in a diverse and multi-cultural environment

VI. Background Information

The objective of the United Nations Convention to Combat Desertification (UNCCD) is to combat desertification and land degradation, and to mitigate the effects of drought (DLDD) in affected countries around the world, particularly in Africa, through effective action at all levels. Established in 1994, the UNCCD is the sole legally binding international agreement linking environment and development to sustainable land management.

The External Relations, Policy and Advocacy (ERPA) unit works to position land and drought issues on key agendas (globally and regionally) and develop policy frameworks for the implementation of the Convention. The unit also seeks to expand the engagement of critical stakeholders and partners. As part of ERPA, the regional liaison offices (RLOs) strengthen UNCCD cooperation and outreach within and among the regions, facilitating partnerships, advocacy and coordination under each Regional Implementation Annex.

In 2019, the Parties of the UNCCD adopted a landmark decision on land tenure. In 2022, another key milestone was reached when the UNCCD together with multiple partners launched publications to guide policy and awareness-raising on land tenure, gender-responsiveness and LDN. Parties acknowledged that further work needs to be carried out to integrate land tenure and gender-responsiveness into the implementation of the Convention, whether within policy or programming efforts. The Parties called for further capacity building and support to turn the land tenure technical guide from guidance into action on the ground.

**Bitte senden Sie Ihre JPO-Bewerbung direkt an das Büro
Führungskräfte zu Internationalen Organisationen (BFIO) unter
Angabe der Chiffre Nr. 2023-1-25 auf dem Bewerbungsbogen**

Alle Informationen finden Sie unter www.bfio.de