



## United Nations Environment Programme - UNEP

### Junior Professional Officer Programme (JPO)

#### General Information

<b>Title:</b>	<b>Junior Professional Officer (JPO) for CMS implementation support in Africa</b>
<b>Organization:</b>	UNEP - United Nations Environment Programme
<b>Unit:</b>	Secretariat of the Convention on Migratory Species (CMS)
<b>Country and Duty Station:</b>	CMS Secretariat in Bonn, Germany
<b>Duration of assignment:</b>	<b>2 years with possibility of extension for another year.</b> 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!**

#### **Background information on UNEP and requesting Unit**

The Convention on the Conservation of Migratory Species of Wild Animals (CMS or 'Bonn Convention') is an **intergovernmental agreement**, concluded under the aegis of the UN Environment Programme. CMS aims to conserve terrestrial, aquatic and avian migratory species that are endangered or vulnerable. Since the Convention's entry into force, its membership has grown steadily to 128 Parties from Africa, Central and South America, Asia, Europe and Oceania (September 2018).

In joining CMS, Parties commit to strictly prohibit the taking of endangered species and to strive towards protecting all listed species, conserving or restoring their habitats, mitigating obstacles to their migration and controlling other factors that might endanger them. Through the conclusion of species-specific instruments, Parties and range States commit to targeted conservation and management measures. To date, six agreements and 19 memoranda of understanding (MOUs) have been concluded that address specific species.

The CMS Secretariat services the Conference of the Parties (COP) and its subsidiary bodies, namely the Standing Committee and the Scientific Council. This means: arranging their meetings, liaising between Parties, and providing information that furthers the objectives of the Convention to the COP and the public. Under the direction of the COP, the Secretariat also supports the development of instruments to promote specific conservation and management measures for listed species, supports and supervises research and conservation projects, disseminates information and co-operates with partner organizations to support Parties with the implementation of their commitments.

The Terrestrial and Avian Species Teams are responsible for supporting parties with the implementation of the Convention and other instruments concluded under CMS, such as MOUs or Action Plans.

### **Justification of Request**

Since the Convention's entering into force in 1985, the number of species listed and associated conservation measures have grown substantially. This concerns, in particular, species found in Africa, where instruments for the conservation and management of the following species have been concluded: Gorillas, Dugong, Aquatic Warbler, Birds of Prey, Slender-billed Curlew, Atlantic and Indian Ocean Marine Turtles, Atlantic Monk Seal, Sharks, West African Elephants and West African Aquatic Mammals. Furthermore, the COP, at its 12th meeting in October 2017, adopted a joint CMS-CITES African Carnivores Initiative and endorsed the African Elephant Action Plan, already adopted by all African elephant range States under the aegis of CITES.

While support for the implementation of instruments relating to the Aquatic Warbler, Birds of Prey, Slender-billed Curlew, Dugong, Sharks and Indian Ocean Marine Turtles exists within the Secretariat, the Secretariat's capacity to support African Parties with the implementation of the Convention and the other species-specific instruments is extremely limited. The personnel gap within the Secretariat is, thus, in stark contrast to the conservation needs in Africa. The JPO will therefore be essential to strengthening species protection through CMS in Africa.

### **Supervision**

Direct supervision: Head of the Terrestrial Species Team

Additional supervision: Head of the Avian Team

Overall supervisor: Executive Secretary

Supervisors are located at:

United Nations Premises

Platz der Vereinten Nationen 1

53113 Bonn, Germany

### **Content and methodology of the supervision**

The JPO will be provided with the standard supervision provided in the UN system. This will include the initial explanation of objectives and tasks through dialogue. 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 both supervisors. He/she will have a work program and will be assessed according to the implementation of the program. He/she will have daily contact with the supervisors. Annual evaluations will be done in accordance with the UN Performance Appraisal System.

### **Duties, responsibilities and output expectations**

The duties and time of the JPO will be divided as follows:

- 1) Support the coordination and implementation of the joint CMS-CITES African Carnivores Initiative (50%) and, in particular, assist in:
  - a) Liaising with Parties and range States;
  - b) Organizing meetings with and consultancies of experts;
  - c) Drafting progress reports on implementation to the COPs, Standing Committees and Scientific Committees of CMS and CITES;
  - d) Fundraising and liaison with donors (e.g. EU, donor and partners);
  - e) Developing capacity building tools for Parties and range States;
  - f) Developing a webportal and awareness-raising tools.
  
- 2) Support the work concerning the African Wild Ass and the Gorilla Agreement (25%):
  - a) Preparation of meetings of the Parties or Signatories;
  - b) Identifying and liaising with implementing partners;
  - c) Identifying and liaising with donors.
  
- 3) Support the work concerning efforts related to birds in Africa, particularly landbirds (25%):
  - a) Preparation of meetings of the Parties or Signatories;
  - b) Identifying and liaising with implementing partners;
  - c) Identifying and liaising with donors.
  
- 4) Provide general support to Parties in implementing the Convention with regard to the above listed activities as well as secretariat services to the meetings of the Conference of the Parties and subsidiary bodies.

## **Travel**

Missions and costs of travel envisaged:

First year:

- Three missions: One in relation to the Carnivores Initiative, one in relation to African birds and one in relation to the African Wild Ass. Approximate costs, pending location and venue: EUR 6,000.

Second year:

- Three missions: Two to follow up on the Carnivores Initiative and one in relation to the Gorilla Agreement. Approximate costs, pending location and venue: EUR 6,000.

## **Learning and Training Elements**

- Problem-solving: The incumbent will learn to identify problems affecting migratory species from an international perspective. He/she will be requested making use of his/her knowledge to come up with proposals to solve problems migratory species are facing during their migration.
- Working for an intergovernmental organization: The incumbent will learn the specificities of servicing an international agreement by preparing intergovernmental meetings and conferences, drafting documentation and supporting negotiations.
- Working within a multicultural environment: Not only is the UNEP/CMS Secretariat comprised of staff from all over the world, it is also co-located with other UN organizations at the UN premises in Bonn. The incumbent will thus be able to learn how to work in an 'international environment', consisting of colleagues with different cultural backgrounds.
- The incumbent will receive preliminary training in her/his country of origin, according to the national JPO policy.
- On-the-job training: The Head of the Terrestrial Species Team and the Head of the Avian Species Team, both have long-standing experience working in an intergovernmental arena and devising measures for the conservation of migratory species within CMS. Through their supervision, the incumbent will receive on-the-job training.
- Language training: The incumbent is eligible to receive language training in the languages offered in Bonn duty station.
- Depending on the experiences and skills of the incumbent there could be a need for additional training. The total duty-related travel and training allocation (DTTA) per annum is estimated to be USD 8,000

After one year the JPO is able to:

- Demonstrate knowledge of the UN system and intergovernmental set up;
- Analyze gaps in the implementation of different CMS instruments in Africa;
- Liaise with CMS Focal Points;
- Identify stakeholders and implementation partners for CMS activities in Africa;

- Identify donors and develop project proposals to implement the African Carnivores Initiative, the Gorilla Agreement, the Roadmap on the Conservation of the African Wild Ass and measures related to African birds.

After two years the JPO is able to:

- Draft documents for meetings of Parties or Signatories;
- Organize meetings of Parties or Signatories to CMS instruments or workshops to stimulate the implementation of these instruments;
- Assist in securing funding for key implementation activities in the region;
- Develop presentations and communication materials relating to the area of work.

## **Qualifications, experience and competencies**

Qualifications: **Master's Degree** in Environmental or related Sciences, or Law (with a focus on international environmental law).

A demonstrable interest in species conservation would be an advantage.

Skills: Excellent interpersonal skills, specifically in a multicultural working environment, written and oral communication, multitasking and analytical skills.

Working experience: A minimum of three years of progressively responsible experience in implementation of environment-related programmes, projects and activities is required. Prior experience at the international level is advantageous.

Languages: English, French and Spanish are the official languages of the Convention. The working language of the CMS Secretariat is English. For the advertised post, fluency in oral and written English is required and good working knowledge of French an asset. Knowledge of another UN official language is an advantage.

## **Competencies**

Professionalism: Knowledge and understanding of international and national environmental/conservation policies, drafting skills, and project development.

Communication: Excellent communication skills essential for drafting correspondence and documents. Ability to communicate complex information to various groups.

Teamwork: Excellent interpersonal skills, proven ability to work as part of a team. Ability to establish and maintain effective working relations with partners inside and outside the organization.

## **Living conditions at duty station**

The city of Bonn provides excellent living conditions for those who come from abroad to work at the UN or other organizations.

**Bitte senden Sie Ihre Bewerbung direkt an das Büro  
Führungskräfte zu Internationalen Organisationen  
(BFIO).**

**Alle Bewerbungsformalitäten unter [www.bfio.de](http://www.bfio.de)  
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