Junior Professional Officer (JPO)

I. JOB DESCRIPTION

<table>
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<tr>
<th>Job Title:</th>
<th>Junior Professional Officer (Programme Analyst – Youth, Gender and Social Inclusion)</th>
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<td>Agency:</td>
<td>IFAD – International Fund for Agricultural Development</td>
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<td>Organizational Unit:</td>
<td>Programme Management Department (PMD)</td>
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<td>Country and Duty Station:</td>
<td>Year 1: Sub-regional Office for Eritrea, Ethiopia and South Sudan and Regional African Union South South Triangular Collaboration and Knowledge Centre, Addis Ababa, East and Southern Africa Division (ESA)</td>
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<td>Year 2: Operational Policy and Results Division (OPR), IFAD HQ, Rome</td>
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<td>Duration and Type of Assignment:</td>
<td>2 years with possibility of extension for another year - One-year fixed-term appointment, renewable at least once subject to satisfactory performance, recommendation by respective office, partner country agreement and availability of funds.</td>
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<td>Work experience:</td>
<td>Relevant internships are counted if they are remunerated. It should be a regular salary. The salary may be low, but a token payment is not considered a salary payment in this regard.</td>
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<td>Please note that for participants of the JPO-Programme two years work experience are mandatory! Relevant, post-graduate (usually after the Bachelor’s Degree) internship experiences can be counted.</td>
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II. POST’S ORGANIZATIONAL ACCOUNTABILITY:

The Junior Professional Officer (JPO) is a specialist and knowledge builder in her/his thematic specialization. S/He provides technical expertise and guidance during programme and project design, supervision and implementation support, monitoring and evaluation. Work at this level is characterized by client oriented technical expertise on youth targeting and social inclusion. Knowledge management at this level directly impacts on quality enhancement of IFAD’s programmes and partnership development for rural poverty reduction.

In her/his first year, the JPO works collaboratively with respective Social Inclusion and Gender Focal Person in the Environment, Climate, Gender and Social Inclusion Division (ECG) to ensure consistency, cohesion and synergy in the provision of technical advice and provision of programme development support facilitating knowledge flows and building of communities of practices to all projects covered by the Subregional Office.
In year 2, the JPO will contribute to corporate monitoring and compliance on the social inclusion and mainstreaming themes, supporting both the OPR results team and the OPR policy team, which work in coordination with the OPR Secretariat on project design and mainstreaming verification. He / she will apply lessons learnt from the field to the post in order to benefit the methodologies on tracking, reporting and evaluating performance on mainstreaming themes, as well as verifying their inclusion in project design.

III. KEY RESULTS EXPECTED/MAJOR FUNCTIONAL ACTIVITIES

1. Technical Support

As part of the subregional team in Addis Ababa, the JPO will in her/his first year:

- Advance thematic work on youth and women empowerment and transformation, entrepreneurship and employment analysis in IFAD projects.
- Nurture collaboration at country and regional level to advance the youth and gender empowerment agenda, coordinating closely internally with the Projects and linking with other relevant players such as key government departments, private sector actors, non-governmental and international organizations to generate and share learning about what works, and ensure that the shared knowledge contributes to increased youth sensitive country programming.
- Contribute to knowledge/evidence based action leading to positive youth and women’s engagement and enhance access for poor and vulnerable youth and women to job opportunities in agribusiness development.
- Provide technical advice to improve the capacity of IFAD to address youth and gender issues and support policy engagement at national level to facilitate and strengthen the engagement and empowerment of the rural women and youth.
- Support youth-focused and gender transformative country programmes and ensure IFAD is regarded as a trusted and valued partner facilitating the implementation of these agendas.
- Provide technical advice on youth and gender related issues as well as other cross cutting themes within the new transformation agenda that seeks to integrate IFAD’s four mainstreaming themes.
- Provide support to the design, preparation, implementation and evaluation of the Hub's youth sensitive and gender transformative country strategies and projects.
- Carry out analyses of employment problems in specific segments and activities of the agribusiness labour market, in rural areas.
- Establish monitoring and evaluation targets for projects and programmes to ensure alignment, result-based management and regular reporting on the hub’s contribution to IFAD’s commitments with regard to Gender and Youths, in close collaboration with OPR;
- Build partnerships with complementary technical organizations, UN, NGOs, the private sector and specialized departments of other bilateral and multilateral development agencies as potential operational and strategic partners at hub and country levels.
- Carry out other related assignments as required by the Director.

2. Global Youth and Social Inclusion Portfolio Management

As part of OPR, the JPO will:

- Support management and monitoring of IFAD11 commitments, mainstreaming and results reporting in IFAD’s operations globally, with regard to Youth and social inclusion.
• Analyse and manage portfolio performance data utilizing cutting-edge data systems for tracking real time data on this and other topics
• Train teams in how to do results reporting, in working with project implementation teams on results and monitoring;
• Support flagship results reports (e.g. the RIDE, the replenishment documentation and mid-term reviews on IFAD11 commitments) on issues related to high quality, consistent data.
• Promote systems and approaches to strengthen the approach to validating the inclusion of mainstreaming themes at project design.

3. KNOWLEDGE MANAGEMENT AND CAPACITY BUILDING

Throughout her/his assignment both, in Addis Ababa and in Rome, the JPO enhances the development of viable and sustainable policy and project development at the country, regional and global (year 2) levels through technical knowledge sharing. S/He will ensure country-level access to the latest sources of knowledge and innovation, strengthen national technical capacity, and establish new knowledge and advisory partnerships. The JPO will be required to give Knowledge management support focusing on the following areas:

• Collect, document and report good practices;
• Develop and disseminate knowledge products, operational tools and guidelines;
• Assist in impact assessments of selected projects in the hub;
• Contribute to the development of network(s) of Social Inclusion focal points from IFAD-funded projects and practitioners at hub level;
• Facilitate and provide technical support on social inclusion and youth-sensitivity capacity development and training, through an integrated approach, to support project staff, national partners, and service providers.

IV. COMPETENCIES

Organizational

• Strategic thinking and organizational development: Strategic leadership
• Demonstrating Leadership: Leads by example; initiates and supports change
• Learning, sharing knowledge and innovating: Challenges, innovates and contributes to a learning culture
• Focusing on clients: Contributes to a client-focused culture
• Problem solving and decision making: Solves complex problems and makes decisions that have wider corporate impact
• Managing time, resources and information: Coordinates wider use of time, information and/or resources
• Team Work: Fosters a cohesive team environment
• Communicating and negotiating: Acquires and uses a wide range of communication styles and skills
• Building relationships and partnerships: Builds and maintains strategic partnerships internally and externally
• Managing performance and developing staff: Manages staff and teams effectively

Technical/Functional

• Strong knowledge of the issues around youth empowerment and related challenges in rural settings and agricultural value chains in developing countries, skills development,
access to assets, job creation, labour market trends, private sector related constraints in job creation for youth.

- Good understanding of issues around gender and women's empowerment, and related challenges in rural settings, including links to nutrition outcomes, economic inclusion and resilience.
- Strong analytical skills (data management, analysis, statistics).
- Analytical skills are also essential for identifying opportunities to promote new strategies and initiatives with regional divisions, partner agencies and national government partnerships.
- Communicate effectively with different counterparts (civil society, governments, multilaterals, private sector actors, local communities, and project staff).
- Listens effectively to engage others.
- Writes well, clearly, succinctly and convincingly in English.
- Computer skills: Microsoft Office applications (Word, Excel, PowerPoint); statistical analysis programming and data base management is an asset;
- Ability to manage multiple, simultaneous and shifting demands/ priorities under tight deadlines and coordinate the work of others.

VII. MINIMUM QUALIFICATIONS

Education:

- Master's degree from a University or an accredited institution in in the field of specialization, e.g. agriculture, rural development, geography, economics, social sciences, sociology, political science or related relevant area.

Experience:

- At least 2 years progressively responsible experience in, and demonstrated understanding of, development initiatives in the field of Youth and / or Gender and Social Inclusion. Practical field and interdisciplinary research experience desirable. Experience in agribusiness is an asset.

Language requirements:

Excellent written and verbal communication skills in English. Working knowledge of another official language (Arabic, French, or Spanish) is desirable.

Bitte senden Sie Ihre Bewerbung direkt an das Büro Führungskräfte zu Internationalen Organisationen (BFIO). Bewerbungsformalitäten unter www.bfio.de, Stichwort: Junior Professional Officer (JPO)