

Junior Professional Officer (JPO)

I. JOB DESCRIPTION

Job Title:	Junior Professional Officer , Technical Analyst - Environment and Climate Specialist
Organization:	International Fund for Agricultural Development (IFAD)
Organizational Unit:	Environment and Climate Cluster, Environment, Climate, Gender and Social Inclusion (ECG) Division, Strategy and Knowledge Department (SKD)
Country and Duty Station:	Year 1: Headquarters in Rome / Year 2/3: Regional Hub in the West and Central Africa (WCA) Region
Duration and Type 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. ORGANIZATIONAL CONTEXT

The International Fund for Agricultural Development (IFAD) is an international financial institution and specialized United Nations Agency whose mission is to invest in poor rural people to overcome poverty.

Addressing environmental and climate change issues are inseparable from IFAD's mission to overcome poverty. IFAD's response to these challenges is reflected in its Strategic Framework (2015-2025), IFAD's Twelfth Replenishment Objectives, IFAD's Environment and Climate Change Strategy 2019-2025, and its Social, Environment and Climate Assessment Procedures (SECAP).

IFAD is strengthening its capacity to respond to the threats posed by climate change and environmental degradation, while promoting agriculture and rural development in developing countries, through different financial sources and instruments. The Fund prioritizes mobilizing and leveraging international resources for climate and environmental activities and implementing its strategies and policy on environment and climate change.

IFAD's commitment to implement its Environment and Climate Change Strategy is supported the new IFAD12 proposal to create a new umbrella trust fund - The Rural Resilience Programme (2RP). This programme will focus on alleviating the climate change drivers of food insecurity, irregular migration and land degradation. The programme will equip small-scale producers, the landless poor and their communities with the resources needed to implement locally appropriate, proactive resilience strategies.

The 2RP is IFAD's response to the call for action to address resilience holistically, and bring together a number of key initiatives as pillars under a common coordinating framework as a way to increase their impact, and bring greater additionality to IFAD's Programme of Loans and Grants. The programme builds on IFAD's growing expertise and innovations in transforming rural societies through integration across IFAD's mainstreaming themes of climate change and environment, gender, youth and nutrition. Moreover, the 2RP directly addresses the synergies between the three Rio Conventions, the UN Framework Convention on Climate Change (UNFCCC), Convention on Biological Diversity (CBD) and Convention to Combat Desertification (CCD). In addition, the 2RP will contribute to the ambitions of the UN Decade of Ecosystem Restoration (2021-2030) and the UN Decade on Family Farming (2019-2028), declared by the Un General Assembly to mobilize policy and investment support to family farms.

The 2RP will initially be composed of three pillars, for which the incumbent will work within a coordination unit to assist:

1. The enhanced Adaptation for Smallholder Agriculture Programme (ASAP+), building on the lessons learned from ASAP1 and 2;
2. The Initiative for Sustainability, Stability and Security in Africa, (3S Initiative), an African led initiative to increase opportunities for poor rural youth, and
3. The Green Climate Fund Umbrella programme for the Great Green Wall Initiative of the Sahel (GCF-GGWI), progressing from its conception in 2007

III. POST'S ORGANISATIONAL ACCOUNTABILITY

The Technical Analyst will work under the overall strategic, policy and management guidance of the Director, ECG and under the supervision of the Lead Technical Specialist (Environment & Climate Cluster) and the Lead Technical Specialist Coordinator (Rural Resilience Programme). S/he will work collaboratively with five Lead Technical Specialists for climate and environment in IFAD regions, three Adaptation Specialists, Knowledge Management Specialists, IFAD Country Programme Directors and other staff as part of an innovative and dynamic group of committed professionals.

S/He will provide technical support to projects and activities deriving from the rural resilience programme. S/He will work on adequately including and reflecting climate resilience, environmental concerns and adaptation issues at all stages of the IFAD project cycle, which includes investment scoping, design, inception, monitoring and evaluation. S/He will support ECG in ensuring consistency with corporate processes and policies and deliver high-quality technical advice and support to IFAD country programmes.

The Technical Analyst will collaborate with other Specialists (both internal to IFAD and external) to ensure the collection and dissemination of lessons learned and emerging developments in the thematic areas of environment, climate change and agriculture (and, where appropriate: gender, indigenous peoples, nutrition, youth and persons with disabilities).

Work will include:

- Sound technical analysis, advice and support
- Country programme analysis and support
- Knowledge management and capacity building support
- Partnership building
- Monitoring, evaluation and reporting

The following “Key Results Expected/Major Functional Activities” are generic and representational. As such the Technical Analyst will perform the majority, but not necessarily all of the below activities.

IV. KEY RESULTS EXPECTED / MAJOR FUNCTIONAL ACTIVITIES

1) Technical Advice and Support

As part of the environment and climate cluster, the JPO will, in her/his first year:

- Provide technical advice and support to improve the capacity of IFAD (and by extension, the 2RP) to address rural poverty in a changing climate;
- Help to mainstream environmental sustainability and climate resilience into national government policies and programmes and ensures IFAD is regarded as a trusted and valued partner in agricultural development;
- Advance thematic work on climate and environment in the IFAD portfolio;
- Support IFAD’s country-level programme and portfolio, ensuring that new investment designs are viable and sustainable;
- Provide environment and climate-oriented advice and support on policy, institutional and technical issues throughout the project cycle. This includes participating in key processes such as Project Design team (PDT) meetings and reviews such as the Operational and Strategic Committee (OSC) review and Design Review Meetings (DRM);
- Support the identification, design and quality enhancement of submissions to multilateral environment and climate Fund projects/programmes (including to the Adaptation Fund (AF), Global Environment Facility (GEF) and the Green Climate Fund (GCF));
- Provide support to complement and strengthen the regional environment and climate portfolios (with a specific focus on the 2RP and WCA);
- Provide technical support to staff, field missions and national programmes at all stages of the project cycle, including design, implementation and completion; and
- Provide technical support to projects monitoring and evaluation efforts and participate in implementation support and supervision missions.

2) Knowledge Management and Capacity Development

Throughout her/his assignment both in Rome and, if renewed, in WCA the JPO will enhance the development of viable and sustainable policy and project development at the country, regional (year 2/3) and global levels through technical knowledge sharing. S/He will ensure country-level access to the latest sources of knowledge and innovation and scientific best practice. The JPO will engage in communities of practice and use this knowledge to 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 environment and climate focal points from IFAD-funded projects and practitioners at hub level;
- Facilitate and provide technical support on environment and climate capacity development and training, through an integrated approach, to support project staff, national partners, and service providers.
- Support in the generation of lessons learned through analytical studies and regional grants, sharing knowledge and experiences with project teams and colleagues in the IFAD Strategy and Knowledge Department, and Programme Management Department;
- Supporting enhancement of the Fund's portfolio through the collaborative diffusion of country-level strategic innovations in the field of specialization;
- Supporting the enhancement of IFAD operations through diffusion of lessons learned across the pillars of the 2RP, ensuring greater coherence of programming, especially in French speaking Sahelian countries;
- Participating in IFAD-wide thematic discussions and developing appropriate technical and operational recommendations to improve country/divisional strategies and programmes;
- Preparing the dissemination and exchange of relevant knowledge with institutions outside of IFAD, within the region concerned and national institutions. This may include mobilizing and engaging outside partners and stakeholders through publication of occasional papers, journal articles, seminars and workshops, through electronic media and the development of new knowledge products and operational tools that are informed by learning from the field; and
- Support strengthening IFAD's representation and communication on environment and climate-related issues in policy dialogue/processes and strategic fora, including by representing IFAD at international, national and regional meetings, seminars and conferences.

3) Partnership Building

The JPO is expected to develop and maintain a network of peer contacts inside and outside of IFAD to keep up-to-date on activities at the country and regional levels, to support joint advocacy and for knowledge gathering and sharing. This combines to enhance the Fund's

profile as a highly competent and viable partner in low emission, climate-resilient development. Work may include:

- Building partnerships with complementary technical organizations, NGOs, and specialized departments of other development agencies as operational and strategic partners at regional and country levels;
- Supporting IFAD's engagement with country focal points and representatives of the 2RP pillars, particularly facilitating engagement and coordination of French speaking Sahelian countries;
- Supporting strengthening IFAD's engagement with bilateral Donors and Governing Bodies for the AF, GEF and GCF or other entities; and
- Supporting the strengthening of IFAD's representation and communication in international policy and technical dialogues, processes and fora.

4) Monitoring, Evaluation and Reporting

The JPO will support IFAD in its improvement of monitoring and reporting on climate and environment-related activities. S/He will help ECG/OPR to collect, manage and analyse data, which will help to document progress on IFAD's climate mainstreaming commitments, and delineate statistics and analytical products that enhance country level programme and funding decisions. Work may entail:

- Assisting in designing projects with clear environment and climate rationales and logic embedded within the designs;
- Ensuring projects correct inclusion and measurement of relevant environment and climate indicators;
- Providing progress reports on the 2RP portfolio, including quantitative aggregation of targets and results and qualitative storytelling for the 2RP (and separating by pillar as necessary);
- Preparing thematic reviews on project or programme performance and results;
- Aggregating results from IFAD supervision reports to strengthen annual corporate reporting;
- Ensuring compatibility of project logframes with IFAD's Operational Results Management System (ORMS);
- Statistically analysing the IFAD investment portfolio from an environment and climate-related angle and developing corresponding graphs and dashboards;
- Supporting the monitoring of project implementation and maintaining an early warning/traffic light system for problem projects; and
- Supporting the Director/Lead Technical Specialist in his/her reporting of the divisional plans and operational strategies to the senior management.

5) Managerial Functions

The JPO will not require any managerial capacity, as the role will not have any subordinates. The JPO will still be accountable for adherence to IFAD's core values and code of conduct however, including integrity, transparency, and equity in the management of IFAD resources.

V. IMPACT OF KEY RESULTS/KEY PERFORMANCE INDICATORS

Key performance indicators include:

- Technical analyses and syntheses to improve the design and implementation of climate resilient and environmentally sustainable projects/programmes, including projects/programmes resourced from external Funds;
- Knowledge sharing among peers and counterparts to enhance cooperation, complementarity and synergies across IFAD Divisions and Departments; and
- Monitoring and evaluation to track results, measure and report on lessons learned, and codify best practices.

Operating as a Technical Analyst, work will be reviewed by the supervisor to ensure compliance with IFAD's commitments.

VI. REPRESENTATION / WORK RELATIONSHIPS

In the context of programme development and delivery, the Technical Analyst ensures the exchange of technical information. S/He builds and maintains collaborative working relationships with counterparts and other partners to enhance consistency and reliability in the provision of development assistance to governments. In work relationships with counterparts, s/he establishes and maintains relationships and projects the image of IFAD as a credible/reliable partner striving for harmonization of development activities.

VII. COMPETENCIES

Organizational

- Strategic thinking and organizational development: Personal influence (Level 1)
- Demonstrating Leadership: Leads by example; initiates and supports change (Level 1)
- Learning, sharing knowledge and innovating: Challenges, innovates and contributes to a learning culture (Level 1)
- Focusing on clients: Contributes to a client-focused culture (Level 1)
- Problem solving and decision making: Solves complex problems and makes decisions that have wider corporate impact (Level 1)

- Managing time, resources and information: Coordinates wider use of time, information and/or resources (Level 1)
- Team Work: Fosters a cohesive team environment (Level 1)
- Communicating and negotiating: Acquires and uses a wide range of communication styles and skills (Level 1)
- Building relationships and partnerships: Builds and maintains strategic partnerships internally and externally (Level 1)

Technical/Functional

- Capacity to communicate fluently with different counterparts (civil societies, government authorities, local communicates, project staff) to align parties and build networks, enhancing coherence and collaboration across multiple programmes in the region.
- Writes clearly and succinctly in English, and is able to form a coherent and compelling argument.
- Listens and communicates effectively to engage others.
- Skill in the design and coordination of technical research, formulation of project documents and identification of innovative solutions to emerging issues.
- Ability to share technical guidance/knowledge at the peer level.
- Strong organizational, planning, prioritizing, problem-solving skills and abilities, and attention to detail.
- Ability to manage multiple work streams simultaneously and meet deadlines.
- Ability to work effectively with people of different national and cultural background.
- Ability to work in a team environment to achieve common goals.
- Ability to plan and work of a mid-sized team.
- Ability to interpret data, present rational conclusions and defend recommended actions.
- Produces well-structured, factually and analytically accurate reports.
- Captures experience and knowledge from assignment for wider dissemination.
- Experience with vulnerability assessments.
- Experience in monitoring an evaluation of projects and programs.
- Ability to work well with multi-cultural teams.
- Ability to set out a coherent argument in writing, presentations and group interactions.
- Good working knowledge of Windows-based computing, and electronic communication.

VIII. MINIMUM RECRUITMENT QUALIFICATIONS

Education:

- **Master's degree** from a university / an accredited institution in environmental studies, environmental management, development studies, geography, climatology, rural development or a closely related field.

Experience:

- **At least two years** of progressively responsible experience working on climate and/or environment issues in the context of rural development.
- Knowledge of international policy frameworks and conventions related to global environment, climate change and rural development.
- Experience in project design, implementation and supervision is desirable.
- Access to a network of technical and professional resources and expertise, which can be brought to bear to improve portfolio programming is desirable.
- Experience in climate risk and vulnerability analysis is desirable
- Experience with Environments and Climate Funds (AF, GEF and/or GCF) is desirable
- Experience using GIS applications (e.g. ArcGIS, Google Earth) is desirable

Language requirements:

- Full command of English and French, including the ability to set out a coherent argument in English and French in writing, presentations and group interactions
- Knowledge of another IFAD official language (Arabic, Spanish) or Russian is an asset

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