



WFP seeks candidates of the highest integrity and professionalism who share our humanitarian principles. Selection of staff is made on a competitive basis, and we are committed to promoting diversity and gender balance.

TERMS OF REFERENCE

JUNIOR PROFESSIONAL OFFICER PROGRAMME (JPO) Chiffre Nr. 2022-1-28

General Information

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| Job Title: | JPO Programme Policy Officer (Social Protection) |
| Unit: | Country Capacity Strengthening Unit, Programmes |
| Division/ Country Office | Kenya Country Office |
| Agency: | World Food Programme |
| Country and Duty Station: | Nairobi, Kenya |
| 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) | |

ABOUT WFP

The World Food Programme (WFP) is the world's largest humanitarian agency fighting hunger worldwide. We are currently seeking for a Junior Professional Officer to fill the position of Programme Policy Officer (Social Protection) with our Country Capacity Strengthening Unit based in the Kenya Country Office in Nairobi, Kenya.

CONTEXT AND BACKGROUND

Kenya is transforming rapidly. A decade of stability and consistent economic growth delivered lower middle-income status in 2014. But social, economic and gender inequalities persist: 39 percent of working-age Kenyans are unemployed, the majority being under 35. Over one third of

Kenyans live below the international poverty line. Access to adequate food remains a major challenge resulting in undernutrition and food insecurity, particularly in the arid and semi-arid lands (ASALs) which are underdeveloped, drought-prone and often suffer from conflicts between communities over limited natural resources.

WFP's five-year country strategic plan (CSP) in Kenya was approved in June 2018 and focuses on contributing to four outcomes that are closely linked. The overarching aim of the CSP is to accelerate its shift from the direct provision of transfers and services to the strengthening of national systems and capacities to deliver food and nutrition security. While continued direct provision of food and nutrition assistance to refugees and – in the event of a shock that exceeds national response capacities – disaster-affected Kenyans is envisaged (outcome 1), the need for such assistance will be reduced through the building of resilient livelihoods and food systems (outcome 2) as well as national capacities (outcome 3). These outcomes are transformative and influence national structures and food systems in order to benefit a far broader population than the people reached through the direct delivery of assistance.

This assignment will specifically contribute to Outcome 3 whereby WFP is investing in building on existing skills, knowledge, systems and institutions in order to enable the Government to take responsibility for hunger solutions in Kenya. WFP provides technical expertise, advocacy support and evidence generation, training and learning opportunities – including the promotion of gender equality – to help the Government sustainably finance and implement policies, programmes and services that improve access to food and nutrition and reduce reliance on external emergency responses. Areas of work include promoting inclusive, nutrition-sensitive social protection; improving systems for responding to shocks; supporting the expansion and complementarity of social protection interventions; strengthening the national school meals programme fully led and resourced by the Government and linked to local markets; and strengthening national and county institutional capacities for emergency preparedness, response and recovery.

In the past couple of years Kenya has made significant progress in building a larger, more effective and nationally owned social protection system. WFP partners with other UN agencies in supporting the national safety nets and has become one of the key players in social protection sector in Kenya. WFP's provides technical assistance to the Government of Kenya, through the Ministry of Labour and Social Protection in strengthening social protection sector through the UN coordination mechanisms. This includes interventions aimed at improving (i) social protection policies to reduce hunger; (ii) social protection coverage and impact on the most vulnerable persons; (iii) the transparency, adequacy, equity and efficiency of public investments and financial management through management information systems development; and (iv) governance, decentralization and accountability measures to increase public participation including gender considerations. WFP has, since 2014, been the lead agency for the UNDAF Social Protection Outcome area - a role that has been made feasible by the close collaboration and commitment by the Government and the UN agencies involved. WFP has also solidly supported the government to launch a dialogue on potential efficiency benefits for linking humanitarian and social protection interventions.

DUTIES AND RESPONSIBILITIES

Under the direct supervision of Head of Country Capacity Strengthening Unit, the JPO will have the following responsibilities:

Programme Management

- Provide project management support in strengthening institutional capacities at national and county level for shock-responsive social protection;

- Contribute innovation and ideas into systems strengthening for improved delivery efficiency and accountability;
- Assist in strengthening inter-sectorial coordination of government institutions at national and county levels;
- Coordinate technical inputs and draft guidelines, TORs, manuals and/or training materials; and
- Assist in mainstreaming gender into programme design and implementation of interventions including gender-responsive budgeting and reporting as well as gender analysis.

Monitoring, evaluation and reporting

- Coordinate and support monitoring & evaluation exercises and processes related to capacity strengthening activities, especially those related to social protection;
- Prepare/draft/consolidate reports;
- Organise and lead review and lessons learnt exercises with WFP staff and partners;
- Generate evidence and document processes and results for development of guidance, training and policy inputs.

Partnerships & Advocacy

- Assist in advocacy and external consultations with partners (Govt, UN agencies, NGOs, donors, etc.), maintaining and building new partnerships as well as representing WFP in relevant forums;
- Support focal points in sectoral and UN/UNDAF coordination, including social protection, EPR/DDR, resilience and other relevant areas; and
- Assist in / coordinate preparation of project documents and funding proposals.

EXPECTED OUTCOMES

- Strengthened WFP programme management contributing to effective capacity strengthening interventions;
- Strengthened coordination and partnerships with key ministries and agencies resulting in opportunities for joint interventions and improved results;
- Increased ability to tell the performance story and demonstrate results;
- Improved and well-presented evidence available for the government's decision making in social protection; and
- Government's social protection programmes have a positive impact on food security and nutrition.

ESSENTIAL QUALIFICATIONS & EXPERIENCE

- **Master's degree** with additional relevant work experience, in social sciences, social work, public policy, development studies, food security and nutrition, economics or related technical field.
- Two years of relevant working experience in the subject matter.
- Fluency in English; Intermediate level of one, or more, of the following official languages: French, Spanish, Arabic, Chinese, Russian and Portuguese, is highly desirable.
- Proficiency in Windows MS Office (Word, Excel, Powerpoint, Outlook).
- Behavioural competencies such as Action Management, Client Orientation, Cognitive Capacity, Innovation, Partnering and Teamwork.

DESIRABLE REQUIREMENTS

To perform the wide range of tasks and excel in this position, the ideal candidate would also possess:

- Exposure to the international arena either by direct work for an international institution/organization; or, if working for a national entity, by way of interacting with international stakeholders.
- Intermediate level of one, or more, of the following official languages: French, Spanish, Arabic, Chinese, Russian and Portuguese.
- WFP's international professionals are required to serve in different locations around the world during the course of their career (including in hardship duty stations); willingness to be mobile would maximise opportunities for long-term retention into the Organization.

SUPERVISION

Under the direct supervision of Head of Country Capacity Strengthening Unit / International Program Policy Officer, a former WFP JPO herself (2001-2004), the incumbent will be provided with close mentoring, guidance and technical supervision. Performance planning and reviews as well as learning and development discussions will be an elemental part of the supervision. The JPO will be working closely with a team of national officers, led by a senior officer who will be in charge of the project and providing the JPO with necessary advice and guidance in day-to-day work. Country Director will be the second-level supervisor. With the support of a comprehensive induction package and assignment of a buddy/mentor, the JPO will become a productive member of the team and will benefit from the advice and support of the entire Country Office team.

TRAINING COMPONENTS

On arrival at the duty station, the JPO will be offered an induction programme whereby s/he will be briefed by the various Country Office teams. A separate, thorough briefing will also be prepared by the CCS Unit to facilitate a fast and smooth integration to the team. During the first weeks, the JPO will familiarize him/herself with the key documents about the Kenya programme.

The JPO will be encouraged to take advantage of the numerous training opportunities including WFP online courses and external training courses using the JPO training budget. Depending on opportunities and availability of funds, s/he may participate in WFP regional workshops or seminars, as appropriate.

The JPO will have an opportunity to travel in the geographic areas where capacity strengthening activities are implemented in Kenya, first under supervision, and thereafter on his/her own. Field missions will help the JPO to become familiar with WFP field office colleagues, government counterparts, national authorities, cooperating partners, communities, donors and other actors. A short and relevant mission report should be completed by the JPO after each mission and shared for feedback.

LEARNING ELEMENTS

At the end of the two-year assignment, the JPO should have obtained:

- Very good knowledge of approaches in strengthening institutional capacities at national and county level for shock-responsive social protection in Kenya;

- Understanding of the social protection sector in Kenya and the key players including the government, non-governmental organisations, development partners and UN agencies;
- Good skills in performance monitoring and reporting in the context of capacity strengthening interventions;
- Familiarity with mainstreaming and embedding gender into programme design and implementation of interventions;
- Good understanding of key actors and stakeholders in shock-responsive safety nets at the national and country level in Kenya;
- Good general understanding of WFP's overall operations and activities in the region of assignment.

**Bitte senden Sie Ihre JPO-Bewerbung direkt an das
Büro Führungskräfte zu Internationalen Organisationen (BFIO)
unter Angabe der Chiffre Nr. 2022-1-28 auf dem Bewerbungsbogen**

Alle Informationen finden Sie unter www.bfio.de