

Job Description

Position Title: Technical Analyst (Social Inclusion & Nutrition) - (JPO)	Contract type: Fixed-term appointment (Junior Professional Officer)
Grade: P2	Duty Station: ABIDJAN, Cote D'Ivoire
Department: Strategy and Knowledge Department (SKD)	Division/Unit: Environment, Climate, Gender and Social Inclusion Division (ECG)
Duration of Assignment: 2-year assignment (renewable up to 3 years subject to satisfactory performance, recommendation by respective office and partner country agreement). Extension for a third year, possibly in a different duty station, will depend on availability of financial resources and the candidate's performance.	Effective Date: As soon as possible

1. Organisational Context

The International Fund for Agricultural Development (IFAD) is an international financial institution and a specialized United Nations agency dedicated to eradicating rural poverty and hunger. It does so by investing in rural people. IFAD finances programmes and projects that increase agricultural productivity and raise rural incomes, and advocates at the local, national, and international level for policies that contribute to rural transformation.

The Strategy and Knowledge Department (SKD) provides expert guidance on IFAD's strategic direction, thematic priorities, and technical quality of IFAD's operations. It plays a critical role in providing technical expertise to operational teams to enhance development effectiveness, by generating and disseminating IFAD's development knowledge and evidence on strategic themes and encouraging innovative application of cutting-edge global knowledge and evidence in IFAD investments to support countries tackle their most complex development challenges in fostering inclusive and sustainable rural transformation. SKD is composed of the (i) Environment, Climate, Gender, and Social Inclusion Division (ECG); the (ii) Sustainable Production, Markets and Institutions Division (PMI); and the (iii) Research and Impact Assessment Division (RIA).

ECG takes the lead in mainstreaming cross-cutting themes of environment and climate, nutrition, gender, youth, and indigenous peoples and all related aspects of social inclusion into IFAD's portfolio, to strengthen the quality of IFAD's operations and achieve improved impacts in these areas in an integrated manner. ECG contributes to the generation of evidence and knowledge on these cross-cutting themes and facilitates their use in IFAD projects and activities. In addition, it provides guidance and support to ensure the inclusion of marginalized groups, particularly women, indigenous peoples, and rural youth, into IFAD operations.

Investment in nutrition is an investment in the future of national welfare, is central to building a healthy and well-functioning society, and for increasing economic productivity. The vast scale of people affected by malnutrition globally is undermining individual's ability to meet their full economic and social potential. Failure to address these issues will therefore affect other areas of national development and will undermine efforts to meet the Sustainable Development Goals (SDGs). At present, none of the six SDG targets on nutrition have been achieved.

Nutrition is among IFAD's priorities in contributing to achieving SDG2. The Fund has set ambitious targets to accelerate the integration of nutrition into its investments, aiming to improving the nutrition of 12 million people by 2021. This result will be achieved through the improvement in women and youth's empowerment and increased production of safe, diverse and nutritious food, as part as healthy diets. IFAD's Nutrition Action Plan 2019-2025 sets out the framework to guide IFAD's actions in mainstreaming nutrition. Central to the plan of action is the need to intensify efforts in building implementation capacity and the importance of improved knowledge generation and synthesis. In order to provide quality support and to manage knowledge and lessons learned on nutrition-sensitive agriculture and scaled up in future IFAD's programmes, an effective and efficient team is required at HQ and in the regions.

The Junior Professional Officer (JPO) will contribute towards achieving IFAD's ambitious results in nutrition in an integrated approach in particular with gender, youth, indigenous peoples and climate change, as well as other relevant sectors/issues and to support regional country operations in West and Central Africa (WCA).

2. Supervision

Direct supervisor: Senior Technical Specialist (Nutrition and Social Inclusion)

The JPO will work under the supervision of the Senior Technical Specialist, Nutrition and Social Inclusion and overall strategic, policy and management guidance, and supervision of the division Director.

3. Purpose of Position

The JPO will serve as IFAD's technical expert and analyst in the area of social inclusion and nutrition. The JPO will support country/regional programmes by providing technical advice throughout the project cycle (planning and implementation), as well as contribute to the corporate agenda, in his/her technical area of expertise. Within his/her areas of responsibility, the JPO will exercise a degree of independence in providing technical support to the design and implementation of the country programmes and/or investment projects, under the supervision of a Senior Technical Specialist. The JPO will work collaboratively with the thematic Technical Specialists, Country Directors (CD)/Head of Multi-Country Offices (MCO) and other staff to ensure consistency, cohesion, and synergy in the application of technical advice and provision of programme development support.

4. Duties and Responsibilities

His/her core duties/responsibilities will include the following:

1) SUPPORT TO COUNTRY PROGRAMME DEVELOPMENT

The JPO will support country programme and project design, development, implementation and monitoring to optimize positive programme results and contribute to regional programme enhancements for nutrition, social inclusion and other cross-cutting themes into IFAD country programmes and operations.

Accountabilities may include:

- a) Support the provision of nutrition and social inclusion advice and assessments, in accordance with existing guidelines, technical opportunities for development of investment projects and programmes and supporting/overseeing their execution;
- b) Provide support in the programming of new sources of funding for nutrition and social inclusion cluster;
- c) Support the provision of technical support to staff, consultants, field missions and national programmes, Country Strategic Opportunity Programmes (COSOPs) preparation, grants and at all stages of the project cycle, including design, implementation and monitoring and evaluation inputs and undertaking supervision and implementation support missions;
- d) Support the capacity building of staff and consultants on nutrition and social inclusion for quality support to operations;
- e) Support the strengthen of IFAD's country-level programmes and projects through the Project Delivery Teams process of Results-Based Country Strategic Opportunities Programmes (RB COSOPs)/programmes/projects;

2) KNOWLEDGE MANAGEMENT AND CAPACITY DEVELOPMENT

The JPO will support the development of viable and sustainable policy and project development at the country-level in his/her area of specialization and support country, regional and global thematic input through technical knowledge sharing. S/He supports country-level access to the latest sources of knowledge and innovation, the strengthen of national technical capacity and the establishment of new knowledge and advisory partnerships. She/he supports a more systematic use of IFAD's field experience to better link impact evaluation to corporate and regional M&E work and the integration of impact assessments, M&E and good practice findings into corporate learning opportunities.

Accountabilities may include:

- a) Support the development of new knowledge management products and operational tools, as well as documentation of best practices from Field Operations within the thematic area;
- b) Continuously update knowledge content and learning tools within specialty/thematic area;
- c) Support the sharing knowledge and experiences generated through activities such as analytical studies, operational research and grants with colleagues in the country programme as well as regional divisions;
- d) Support the coordination of relevant knowledge development and dissemination of knowledge and lessons learned with partners and stakeholders through publication of knowledge products;
- e) Participate in IFAD-wide thematic discussions and supporting the development of appropriate technical and operation approaches of relevance to the country/regional divisional strategies and programmes;
- f) Support the capacity of PMUs to implement nutrition sensitive activities, apply the relevant metrics and use of data on decision making.

3) PARTNERSHIP BUILDING AND OUTREACH ACTIVITIES:

The JPO will develop and maintain a network of peer contacts inside and outside IFAD to keep up-to-date on activities at the country and regional levels, to support joint advocacy and for knowledge sharing to enhance the Fund's profile as a highly competent and viable partner in development and mainstreaming cross-cutting themes into IFAD country programmes and operations

Accountabilities may include:

- a) Support the building of partnerships with complementary technical organizations, UN, NGOs, and specialized departments of other development agencies as potential operational and strategic partners at global, regional and country levels;
- b) Support policy and technical dialogue/processes and strategy issues (including representing IFAD at international, regional, inter-agency meetings, seminars, conferences etc.); and
- c) Support the development of alliances in key global and regional policy forums such as the UN Nutrition, SUN Movement to strengthen IFAD's influence over time, with a strategic focus on nutrition and social inclusion.

4) MONITORING, EVALUATION AND REPORTING

The JPO will support the Director/Senior Technical Specialist as well as PMU staff in knowledge management and other monitoring and reporting activities to enhance country level programme and funding decisions.

5. QUALIFICATIONS AND SKILLS REQUIRED

Education and experience:

- Advanced University Degree from an accredited institution in the field of specialisation, e.g., social studies, Development Studies, Nutrition, Agriculture, Rural Development, Natural Resource Management, Environmental studies, Climate change, Agricultural Economics, Agro-ecological production systems, Food security or related field. The Degree must be from an accredited institution listed on <https://www.whed.net/home.php>
- At least 2 years of progressively relevant professional experience in, and demonstrated understanding of, development initiatives in the field of specialization.
- Excellent written and verbal communication skills in English and French, including the ability to set out a coherent analysis in presentations and group interactions.
- Working knowledge of another official language (Arabic or Spanish) is desirable.

6. Organizational/technical competencies

Organizational

- **Strategic thinking and organizational development:** Personal influence
- **Demonstrating Leadership:** Personal leadership and attitude to change
- **Learning, sharing knowledge and innovating:** Continuously seeks to learn, shares knowledge and innovates
- **Focusing on clients:** Focuses on clients
- **Problem solving and decision making:** Demonstrates sound problem solving and decision

making ability

- **Managing time, resources and information:** Manages own time, information and resources effectively
- **Team Work:** Contributes effectively to the team
- **Communicating and negotiating:** Communicates effectively: creates understanding between self and others
- **Building relationships and partnerships:** Builds and maintains effective working relationships

Technical

- Strong knowledge of nutrition sensitive agriculture approaches and food systems in the context of developing countries.
- Experience and knowledge of nutrition multi-stakeholder mechanisms and governance mechanisms at global and country level such as the Scaling up Nutrition Movement (SUN) and the United Nations Nutrition
- Ability to design and synthesize strategies for project development and support technical review and supervision of project implementation.
- Ability to contribute to partnerships with a broad range of partners and deliver results required by client governments.
- Strong analytical skills in order to identify systemic issues, both programmatic and operational and develop viable solutions.
- 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: thorough knowledge of PeopleSoft ERP as well as full command of Microsoft applications (Word, Excel, PowerPoint) and common internet application.
- Ability to manage multiple, simultaneous and shifting demands/priorities under tight deadlines and coordinate the work of others.

Learning Points

The JPO (Social Inclusion and Nutrition) will gain exposure and experience in:

- All departments and units of IFAD, as nutrition is cross-cutting thematic across various interventions it will give the JPO a 360 degree understanding of the organisation at the operational level.

- The exposure to different levels of IFAD's management, including senior management, will provide the JPO with the ability to interact effectively with different levels of technical knowledge while understanding the rationale behind management's decisions.
- IFAD nutrition mainstreaming activities will provide the JPO with clear and practical insights into the programming cycle from the generation of concept notes, to their design and implementation.
- The exposure to all levels of staff and management in IFAD will assist the JPO in developing strong and practical inter-personal and management skills.
- The organisational role of the JPO will ensure that he/she gains comprehensive understanding of the working of a UN agency and Development Financial Institution.
- Learning will be achieved through structured courses, on-the job coaching, assignments of increasingly responsible tasks and gradual exposure to all facets of IFAD's work at HQ and in the field. It will be gradual and will continue throughout the entire period of the assignment.