

**United Nations Environment Programme  
Junior Professional Officer request**

**Industry and Economy Division /Knowledge and Risk Unit,  
Chemicals and Health Branch**

**Junior Programme Officer**

**General Information**

Post Title: Associate Programme Officer – Antimicrobial Resistance

Office/Division: UNEP, Industry and Economy Division, Chemicals and Health Branch

Unit: Knowledge and Risk Unit

Location: Geneva

Duration: 2 years, with possibility of extension depending on agreement with donor and availability of resources

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

The United Nations Environment Programme (UNEP) is the environmental arm of the UN System, with headquarters in Nairobi, Kenya and offices in Paris, France, and Geneva, Switzerland. Its mandate is to carry out the functions related to the environmental dimension of Sustainable Development at a global level.

The Industry and Economy Division coordinates UNEP work with international and nongovernmental organizations, national and local governments, business and industry to develop and implement policies, strategies and practices that are cleaner and safer, incorporate environmental costs, use natural resources efficiently, reduce pollution and risks for humans and the environment, and enable the implementation of conventions and international agreements.

This post is located in the Chemicals and Health Branch of the Division in Geneva. Under the overall supervision of the Head of the Branch and the daily supervision of Unit Head of the Knowledge and Risk Unit the incumbent will be responsible for the following functions.

**Why is the Junior Professional Officer requested/needed?**

Antimicrobials – antibiotics, antivirals, antifungals and antiparasitics – are substances widely used to prevent and treat infections in humans, aquaculture, livestock, and crop production. Their effectiveness is now in jeopardy because a number of antimicrobial treatments that once worked no longer do so because microorganisms have become resistant to them. Microorganisms that develop resistance to commonly used antimicrobials are referred to as superbugs.

According to recent estimates, in 2019, 1.27 million deaths were directly attributed to drug-resistant infections globally. If unchecked, AMR could shave US\$ 3.4 trillion off GDP annually and push 24 million more people into extreme poverty in the next decade.

Global attention to AMR has mainly focused on human health and agriculture sectors, but there is growing evidence that the environment plays a key role in the development, transmission and spread of AMR. Using the 'One Health' approach, which recognises that the health of people, animals, plants and the environment are closely linked and interdependent, can successfully address AMR.

Considering this global threat and the need to provide a multi-sectorial response, the Food and Agriculture Organization of the United Nations (FAO), the United Nations Environment Programme (UNEP), the World Health Organization (WHO) and the World Organisation for Animal Health (WOAH) joined forces to advance international co-operation for a One Health response to AMR. The Quadripartite alliance requires coordination and contribution from all partner organizations.

A Junior Professional Officer will strengthen UNEP's participation in the Quadripartite and support the Programme Management Officer (PMO) working on the issue. The team composed of the PMO and the JPO will be producing technical documents to ensure the environmental aspects of AMR are identified and addressed.

### **Supervision**

The incumbent will be fully engaged in the Unit's activities, under the supervision of the head of the Unit and integrated in the team working on antimicrobial resistance. The E-Performance system will be used to appraise the Junior Professional Officer's performance, using the standards applicable to professionals at the P-2 level. Regular meetings will take place during the performance cycle to review progress and discuss any adjustments in plans. These meetings will be additional to regular weekly meetings to plan and review progress in the delivery of the Unit's objectives which will be shared in advance with the junior professional officer.

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

The supervision plan is based on a high level of involvement and motivation, and increased staff participation in the planning and delivery of work by:

- Establishing up-front performance expectations and accountability through mutual understanding between the Junior Professional Officer and first reporting officer on work goals to be accomplished;
- Setting performance standards using the United Nations competencies, which provide a shared language about what is expected and which help define future development needs;
- Promoting communication and ongoing feedback between the Junior Professional Officer and managers on the work programme;
- Fostering mentorship of the Junior Professional Officer by Unit colleagues to assist with career support and facilitate transfer of knowledge and organizational culture;

- Encouraging teamwork by integrating individual work plans with the unit work plan
- Promoting the Junior Professional Officer own professional development goals.
- Conducting bi-annual performance appraisals that assess accomplishments, review problems, discuss job-satisfaction, discuss development plan and learning objectives and provide guidance on project implementation.
- A buddy system will be established with former JPO member of the unit.

Supervisory roles are as follows:

First appraising officer: Ms. Aitziber Echeverria

Title first appraising officer: Programme Management Officer, Knowledge and Risk Unit

Unit first appraising officer: Knowledge and Risk Unit, Chemicals and Health Branch, Industry and Economy Division

Location first appraising officer: Geneva, Switzerland

Second appraising officer: Ms. Jacqueline Alvarez

Title second appraising officer: Head of Branch, Head of Unit OiC

Unit second appraising officer: Knowledge and Risk Unit, Chemicals and Health Branch, Industry and Economy Division

Location second appraising officer: Geneva, Switzerland

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

The Junior Professional Officer is expected to contribute to the overall activities of the AMR work and in particular:

1. Support the coordination with the Quadripartite organizations
2. Undertake research and prepare information documents on environmental aspects of AMR at the request of the Unit Head
3. Contribute to the identification of partners including in the industry and finance sectors and help build partnerships to strengthen UNEP's delivery in the area of AMR
4. Support the preparation of project proposals to address antimicrobial resistance environmental perspective by providing the technical backstopping needed and liaising with strategic partners. Projects will aim at targeting aspects contributing to the development and spread of resistance in support to developing countries actions and in lines with the One Health approach and National Action Plans.
5. Support project management, including by supporting project revisions, monitoring and reporting and by supporting the organization or project reviews and evaluations
6. Perform other duties as required, as a team member of the Chemicals and Health branch

#### Output expectations

- Regular meetings with internal and external experts and stakeholders
- Background materials and presentations on AMR and related issues
- Draft funding proposals
- Evidence of technical support provided to operational activities at regional/country/local level as well as sound reporting
- Mapping of strategic partners from industry and finance
- Project revisions and reports
- TORs for consultants, draft donor and partnership agreements

#### Travel

The JPO will be required to attend meetings related to the implementation of the AMR work and with partners. The following is a tentative cost estimate:

- Missions and costs of travel envisaged during first year of assignment: US\$ 6,000
- Missions and costs of travel envisaged during second year of assignment: US\$ 6,000

#### Training and Learning Elements

##### Training

The JPO will be able to access courses organized by various UN sections, both on a face to face and on a remote basis, among a range of courses on languages, management and communication, information technology and project management.

The Junior Professional Officer will receive on the job training on antimicrobial resistance in the form of experience working in developing and transitional countries supporting the implementation of their plan of action as well as through participating in webinars, meetings, workshops, conferences etc. The JPO will also be encouraged to undertake relevant courses on key project management support systems utilized by UNEP and the wider UN, including UMOJA and IPMR.

The supervisor and Junior Professional Officer will discuss and agree on specific training needs and opportunities (for example in relation to courses on project development and management).

Further, UN staff members are required to take several mandatory trainings including on:

- Gender
- Preventing Sexual Harassment and Other Prohibited Conduct
- Ethics and Integrity at the United Nations
- Information Security Awareness
- United Nations Human Rights Responsibilities
- Prevention of Sexual Exploitation and Abuse
- Basic Security in the Field Staff Safety, Health and Welfare
- Advanced Security in the Field

- Preventing Fraud and Corruption at the United Nations
- HIV/AIDS Orientation session.

#### Learning elements:

After one year the Junior Professional Officer is able to:

- Understand working in a multicultural multinational environment, have knowledge and understanding of UNEP and be familiar with UN rules and regulations,
- Demonstrate sharpened editing/writing/reporting skills and ability to develop documents and communication materials according to UN standards
- Be able to interact with member states officials and contribute to the provision of technical services on AMR.

After two years the Junior Professional Officer is able to:

- Have a thorough understanding of the barriers and opportunities to tackle the antimicrobial resistance
- Formulate analysis and recommendations for country partners related to implementation of AMR strategies and policies
- Have acquired skills in building partnerships with international organizations, private sector and civil society among others
- Have acquired fluent knowledge of one or more additional language(s) if she/he elect to take an advanced language course
- Receive advanced training in management and communication, information technology, etc. if she/he elect to take available courses

#### **Qualifications and experience:**

##### Qualifications:

The candidate is expected to have an advance university degree in environmental science, environmental management, pharmaceutical sciences, microbiology, epidemiology, chemistry or related fields. Fluency in oral and written English, with excellent drafting and presentation skills are essential.

##### Skills:

Ability to undertake research and synthesize findings, prepare analytical briefs and reports within limited timeframes and in user friendly formats.

Good organizational skills, ability to manage assignments under pressure.

Good computer skills, including data processing software such as excel and basic database software.

Excellent interpersonal skills and ability to establish and maintain effective working relations within a diverse workforce and with a variety of beneficiaries and external partners.

### Working Experience:

At least 2 years of experience in developing and/or implementing projects in the field of environment and health nexus, pharmaceuticals or related fields. Experience in working at the international level is an asset. Working knowledge of a second UN language is an advantage.

### **Competencies**

The UN Core values are Integrity, Professionalism, and Respect for diversity; the incumbent is expected to adhere to the core values of the organization.

#### Professionalism:

Sound academic knowledge of environmental science, public health or related field. Ability to apply her/his knowledge in a complex environment, characterized by intergovernmental decision-making processes, and focused on developing countries' needs.

#### Teamwork:

Works collaboratively with colleagues to achieve organizational goals. Ability to establish and maintain effective and harmonious working relations with people of different national and cultural backgrounds, respecting diversity and an appreciation for gender considerations.

#### Planning and Organization:

Develops clear goals that are consistent with agreed strategies. Manages and prioritizes multiple assignments within limited timeframes.

### **Living conditions at duty station**

Normal living conditions in Europe.