

UN ENVIRONMENT JUNIOR PROFESSIONAL OFFICER REQUEST

General Information

Post Title: Associate Programme Officer: Environment, Climate Change and Security
Office/division/MEA: Disasters & Conflicts Branch/Ecosystems Division
Unit: Environmental Security Unit
Location: Geneva, Switzerland
Duration: 3 years

Background information on UN Environment Programme and the requesting Unit

The United Nations Environment Programme (UNEP) is the leading global environmental authority that sets the global environmental agenda, promotes the coherent implementation of the environmental dimension of sustainable development within the United Nations system, and serves as an authoritative advocate for the global environment. UNEP's mission is to provide leadership and encourage partnership in caring for the environment by inspiring, informing, and enabling nations and peoples to improve their quality of life without compromising that of future generations.

Minimizing environmental threats to human well-being from the environmental dimensions of conflicts and disasters has been a key priority for UNEP since 1999, when the **Disasters and Conflicts Branch** was established to deliver high-quality environmental expertise to national governments and partners in the UN system that work to respond to and prevent crisis. The Branch has a strong track record of partnering with a broad range of actors and organizations – both within and outside the UN system – to develop, test and disseminate innovative approaches to complex multidimensional problems. Within the Disasters and Conflicts Branch, the **Environmental Security Unit (ESU)** delivers politically informed and context-specific *analysis, policy advice, and programming* aimed at supporting partners to prevent conflict, sustain peace, and build resilience to linked environmental, climate change and conflict crises.

As the Environmental Security Unit accelerates its work to address the peace and security implications of climate and environmental change, additional capacity is needed on the team to support new engagements in crisis-affected contexts, including the second phase of the **EU-UNEP Climate Change and Security Partnership (2022-2026)**. The EU and UNEP established the partnership in 2017, with the aim of collaborating to strengthen the capacity of countries and international partners to identify environment and climate-related security risks at global, national and community levels, and to programme effective risk reduction and response measures.

The resulting five-year project, which was supported by the EU's Instrument Contributing to Stability and Peace, was among the first of its kind to integrate climate change adaptation and peacebuilding objectives into analysis, planning and resilience-building initiatives in conflict-affected contexts. The approaches that were tested through pilot interventions in [North Darfur \(Sudan\)](#) and [Western Nepal](#) successfully strengthened relationships, reduced tensions between communities, and provided new avenues for addressing local-level climate-related risks, demonstrating that climate change adaptation and resilience-building interventions can strengthen peacebuilding and conflict prevention when delivered in a conflict-sensitive manner. The project also made important contributions towards strengthening the capacity of key actors at international and field levels to identify and address climate-related security risks, including

through the development of tools such as [Strata](#), a prototype earth stress monitor, which makes integrated climate security data analytics and visualisations more readily available to key national counterparts and international partners on the ground, and training, including the [first available online course focused on climate change and security](#).

The second phase of the Partnership (2022-2026) builds on the conceptual frameworks, tools, good practice and lessons learned from the first phase, with the aim of addressing gaps in data and capacity for analysis, policy formulation and intervention design within different institutions, in order to help scale preventive action on climate-related security risks to the regional level, where critical ecosystems are shared by states and communities. The partnership will work to address emerging climate and environment-related risks in a broad region encompassing the Horn of Africa, the Middle East and North Africa (MENA), and West Africa and the Sahel – regions that have been selected due to their vulnerability to both environmental and conflict risks, and the deep, complex interconnections between environment, climate change and security that characterize them.

Why is the Junior Professional Officer requested/needed?

Against the background described above, a Junior Professional Officer is requested to contribute to: (i) the design and delivery of politically informed, context specific analysis of climate-related security risks, including gender dimensions; (ii) the coordination of field projects that address climate-related security risks; and (iii) resource mobilization.

The Partnership would benefit from a three-year engagement by the Junior Professional Officer to ensure continuous support throughout its second phase, which will conclude in September 2026.

Supervision

The Junior Professional Officer will be supervised by the Programme Manager for the EU-UNEP Climate Change and Security Partnership and supported by Environmental Security Unit staff.

Content and methodology of the supervision

Immediately upon arrival and during the first month, the Programme Manager will conduct a comprehensive induction of the incumbent, which will include:

- A formal briefing on the organization and the work of the Environmental Security Unit and Disasters and Conflicts Branch, including an introduction to key staff in the Branch and Division, as well as other UNEP entities in Geneva, Nairobi, New York and in the field, as relevant;
- A comprehensive introduction to the history, objectives, management and oversight structure, and current status of the EU-UNEP Climate Change and Security Partnership, including reading materials and one-on-one discussions with the Programme Manager and relevant staff in the Environmental Security Unit, Branch and regional/country offices; and
- Participation in relevant staff and coordination meetings designed to bring the incumbent up to speed with current issues and workstreams.

Following this induction period, a detailed annual workplan will be jointly prepared by the Junior Professional Officer and supervisor identifying and prioritizing deliverables against agreed milestones. Co-location with the supervisor will ensure that the Junior Professional Officer is guided and supported in the delivery of this workplan through regular (minimum weekly) meetings designed to monitor progress and address any emerging challenges, as well as discuss job satisfaction, training needs and learning objectives, and other issues as needed. The workplan will also be reviewed and adjusted at regular intervals, and renewed annually.

The Junior Professional Officer's performance against the agreed workplan will further be monitored and appraised through the E-performance appraisal system, through a formal mid-term and end-of-year review including a sit-down meeting and written reviews from both the first and second reporting officers. Performance appraisal reports will be shared with the donor government.

Finally, the Junior Professional Officer will be paired with a "Buddy" at the duty station in Geneva, who will make initial contact with the new arrival and be available in the weeks prior to and following their arrival, respond to questions related to their relocation, provide an informal introduction to the duty station's work and life culture and facilitate their social integration. The "Buddy" will be designated based on the Junior Professional Officer's profile and interests.

First appraising officer:	Ms. Silja Halle
Title first appraising officer:	Programme Officer (Manager, EU-UNEP Climate Change & Security Partnership)
Unit first appraising officer:	Environmental Security Unit
Location first appraising officer:	Geneva, Switzerland
Second appraising officer:	TBD
Title second appraising officer:	Head of Unit
Unit second appraising officer:	Environmental Security Unit
Location second appraising officer:	Nairobi, Kenya

Duties, responsibilities and output expectations

Terms of reference

- 3.1.1 Conduct and coordinate research and integrated analysis on climate change and security risks in target regions, in collaboration with UN climate-security field advisors;
- 3.1.2 Draft policy briefs and prepare inputs to relevant policy processes, background and briefing notes to support advocacy and outreach efforts or help understand emerging environment/climate security trends, including gender dimensions; and
- 3.1.3 Support the development of new projects to scale and replicate good practices on integrated programming to address climate-security risks, including through drafting of project documents;
- 3.1.4 Support the management of implementation partners, including contracting and performance management processes;
- 3.1.5 Monitor project activities and results, coordinate data collection and draft progress reporting;
- 3.1.6 Document good practices, lessons learned and key findings from the projects, as well as communications and outreach efforts;

- 3.1.7 Support the content development and delivery of training and other capacity-building engagements;
- 3.1.8 Support the organization and delivery of a variety of meetings and workshops, including regular meetings of the governing mechanism for the EU-UNEP Climate Change and Security Partnership;
- 3.1.9 Draft project proposals and concept notes for resource mobilization; and
- 3.1.10 Manage a global digital knowledge platform on gender, climate change and security and engage with a community of practice on this nexus.

Output expectations

- 3.2.1 At least three integrated climate and security analyses, including gender dimensions, are finalized;
- 3.2.2 At least two project documents are finalized for field projects scaling good practices for climate change and security;
- 3.2.3 Legal agreements with implementing partners are finalized and appropriately monitored throughout the project implementation period;
- 3.2.4 Progress reporting to the donor and internally to UNEP is completed on time and according to standard;
- 3.2.5 A suite of knowledge products documenting results and lessons from UNEP climate change and security programming is finalized;
- 3.2.6 Training and capacity building provided to policymakers, partners, and/or technical experts on climate-related security risks, including gender dimensions, as requested;
- 3.2.7 Policy briefs, presentational and outreach materials are developed, as requested; and
- 3.2.8 Project proposals and concept notes are drafted for different donors, as requested.

Travel

The Junior Professional Officer will be expected to participate in scoping and monitoring missions to project implementation countries, as well as in workshops, training events, meetings and conferences.

- *Missions and costs of travel envisaged during first year of assignment:* At least two missions to countries of implementation in the Horn of Africa, West Africa and MENA regions (est. US\$ 2,500 each) and at least one mission to a UN HQ location, donor capital or conference setting (est. US\$ 500-1,500 each).
- *Missions and costs of travel envisaged during second year of assignment:* At least two missions to countries of implementation in the Horn of Africa, West Africa and MENA regions (est. US\$ 2,500 each) and at least one mission to a UN HQ location, donor capital or conference setting (est. US\$ 500-1,500 each).
- *Missions and costs of travel envisaged during third year of assignment:* At least two missions to countries of implementation in the Horn of Africa, West Africa and MENA regions (est. US\$ 2,500 each) and at least one mission to a UN HQ location, donor capital or conference setting (est. US\$ 500-1,500 each).

Some travel costs can be supported through project budgets.

Training and Learning Elements

Training

The incumbent will benefit from a minimum of 5 (and a maximum of 15) training days per year, including for example:

- substantive short-term training courses offered by academic or other institutions on issues relevant to the implementation Climate Change and Security Partnership programme, such as climate change adaptation approaches (nature-based and technological), conflict prevention and mediation skills, foresight methodologies, geospatial information systems and data analysis, etc;
- short-term skills and professional development training offered by UNOG or external institutions in areas such as project management, monitoring and evaluation, training or facilitation;
- On the job training: The Junior Professional Officer will have unique exposure to the different areas and mandates of the UN system – from development to peace and security – as well as insight into the functioning of intergovernmental negotiations and inter-agency coordination mechanisms.

In addition, the Junior Professional Officer will have access to language training (in one of the six official UN languages) offered by the UN Office at Geneva (usually bi-weekly classes).

Learning elements:

After one year, the Junior Professional Officer will be able to:

- Understand the complex linkages between climate change, environment, natural resources, conflict, security and human rights, and how these can be harnessed to support conflict prevention, peacebuilding and sustainable development;
- Understand the UN system, the peace and security architecture, inter-agency mechanisms, and UNEP – both at headquarter and at country levels;
- Understand the key elements of integrated risk analysis methodologies, as well as available data sources and platforms;
- Draft project documents and budgets according to UN standards;
- Support progress reporting, based on agreed monitoring and evaluation frameworks;
- Interact with implementation partners and support the monitoring of their work; and
- Draft communications materials for a range of audiences.

After two years, the Junior Professional Officer will be able to:

- Organize and support field missions in conflict-affected countries;
- Coordinate integrated risk assessments;
- Undertake complex multi-country monitoring exercises, and consolidate progress reports;
- Draft policy briefs for decision-makers on a range of topics;
- Draft project proposals for resource mobilization; and
- Communicate effectively and concisely to a broad range of audiences on complex multidimensional development and security issues.

After three years, the Junior Professional Officer will be able to:

- Independently support the design and delivery of integrated field projects addressing climate change and security, and social inclusion more broadly;
- Independently conduct climate change and security risk assessments;
- Independently manage implementation partners in different locations, including contracting, monitoring and reporting;
- Independently identify implementation challenges and design remedial action;
- Work in a collegiate, collaborative manner with a range of partner agencies and entities;
- Benefit from a network of contacts and relationships within the UN system at both country and HQ level; and
- Work effectively in a multicultural environment.

Qualifications and experience

Qualifications

- Advanced university degree (Master's or equivalent) in environmental studies, international relations, development studies, political science, economics or peace and conflict studies or equivalent field; a first-level university degree in combination with four years of qualifying experience may be accepted in lieu of the advanced university degree.

Skills

- Languages: English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in English (oral and written) is required; Working knowledge of French or Arabic is an advantage; and
- Working knowledge of geospatial analysis tools, quantitative research methods and data sources supporting the monitoring and analysis of environmental, socio-economic and security risks is an advantage.

Working experience

- At least 2 years of relevant professional experience in international development and implementation of environmental/climate related or peace and security programmes, projects and activities is required;
- Prior experience contributing to project design, as well as monitoring and reporting is an advantage;
- Field experience in conflict-affected countries or UN mission settings is an advantage;
- Demonstrated grant/proposal-writing experience for a variety of donors is an advantage; and
- Prior experience in developing and/or delivering training is an advantage.

Competencies

- *Planning and organizing*: Strong organisational skills, including proven ability to effectively plan and coordinate own work as well as that of others; allocating appropriate amount of time and resources for completing work.
- *Communication*: Good spoken and written skills, including the ability to draft/edit a broad range of policy and technical reports, studies, presentations and other communication materials and to articulate ideas and concepts in a clear, concise and transparent manner.
- *Teamwork*: Good interpersonal skills and ability to establish and maintain effective partnership and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity and gender in organisation and management of meetings and in project implementation.

Living conditions at duty station

Normal living conditions at the duty station in Geneva, Switzerland, with travel to developing and crisis-affected countries.