

UN ENVIRONMENT PROGRAMME JUNIOR PROFESSIONAL OFFICER REQUEST

General Information

Post Title	Junior Professional Officer, Sustainable Nutrients Management
Office/division/MEA:	Ecosystems Division
Unit	Source-to-Sea Pollution Unit
Location:	Nairobi, Kenya
Duration:	2-3 Years

Background information on UN Environment and the requesting Unit

The United Nations Environment Programme (UNEP) is the United Nations system's designated entity for addressing environmental issues at the global and regional level. Its mandate is to coordinate the development of environmental policy consensus by keeping the global environment under review and bringing emerging issues to the attention of governments and the international community for action.

An emerging area of focus is sustainable nutrients management. Whereas nitrogen and phosphorus are critical for crop production, the increased levels of nutrients circulating in the environment impact on all three dimensions of the triple planetary crisis: climate change, biodiversity loss and pollution. Two resolutions on sustainable nitrogen management have been adopted by the UN Environment Assembly to date namely UNEA Res. 4/14 and UNEA Res. 5/2. These resolutions have stressed the need for a holistic approach in tackling the environmental issues related to nutrients and specifically called for action and sharing of knowledge and best practices.

The UNEP Working Group on Nitrogen has been set up to guide the implementation of the two resolutions. The Working Group is made up of focal points nominated by Member States and supported by UNEP serving as its secretariat. Recently two Co-Chairs were appointed to lead the working group, namely India and Romania.

Since 2009, the Global Partnership on Nutrient Management (GPNM) has aimed at bringing together stakeholders in order to exchange ideas, raise awareness and catalyze action to foster sustainable nutrients management, avoiding the environmental damage incurred at various stages of the lifecycle while acknowledging their key role in food systems. UNEP has been providing secretariat services for the partnership and is forging synergies with other partnerships under the Global Programme of Action for the Protection of the Marine Environment from Land-based Activities (GPA), notably the Global Wastewater Initiative and to some extent the Global Partnership on Plastic Pollution and Marine Litter.

In other relevant resolutions, the UN Environment Assembly urged that all actors step up actions to “by 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution”.

As the custodian agency for SDG Indicator 14.1.1, ‘Index of coastal eutrophication and floating plastic debris density,’ UNEP is also tasked with supporting countries to implement methodologies and procedures to report against target 14.1 ‘By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution’. This is a key area for which additional human resources are needed to further ongoing

activities such as capacity building initiatives to enhance reporting and strengthening of the science-policy interface to inform policies and action on the ground.

The Junior Professional Officer will work in the Source-to-Sea Pollution Unit in the Marine and Freshwater Branch in the Ecosystems Division.

Why is the Junior Professional Officer requested/needed?

The Ecosystems Division is leading the implementation of UNEA resolutions 4/14 and 5/2 on Sustainable Nitrogen Management. The increased momentum and intergovernmental attention to the topic requires an adequate response to the multi-faceted environmental issues linked to nutrients. As the Unit has recently witnessed the loss of internal capacity due to staff movements, there is an urgent need to strengthen the team with a Junior Professional Officer to respond to the increased demand. With further attention and possible consideration of the topic expected at sixth UN Environment Assembly (UNEA-6) and beyond, there is an interesting opportunity opened for a Junior Professional Officer to contribute for 2-3 years to the nutrient – and in particular nitrogen - work.

Supervision

Direct supervision:	Ms. Tessa Goverse
Title supervisor:	Senior Programme Management Officer
Unit supervisor:	Source-to-Sea Pollution Unit (GPA)
Location supervisor:	Nairobi
Address, e-mail of supervisor:	P.O. Box 30552, 00100 Nairobi, Kenya, goverse@un.org

The E-Performance system is to be used to appraise the Junior Professional Officer. The Performance Appraisal is also submitted to the donor-government.

Content and methodology of the supervision

The Junior Professional Officer will be introduced to the work of the relevant unit and related programmes/projects after which work programme discussion will take place to provide guidance for the development of the Personnel Appraisal System including measurable targets and project implementation goals. Weekly meetings would address assessment of short-term accomplishments and review of challenges, while quarterly meetings would focus on discussions on job-satisfaction, guidance in the development of the work plan and project implementation. Learning objectives will be developed with quarterly and annual targets.

General objectives, desired results and anticipated problems are discussed beforehand with the incumbent. Regular feedback on the progress of activities is obtained by the supervisor through review of work in process. The incumbent is expected to carry out the duties under general supervision and to consult with the supervisor on issues of policy or other sensitive matters. Final results of each set of activities, is reviewed for attainment of objectives and quality of work.

First appraising officer: Ms. Tessa Goverse

Title first appraising officer: Senior Programme Management Officer, Chief of Unit

Unit first appraising officer: Source-to-Sea Pollution Unit (Global Programme of Action for the Protection of the Marine Environment from Land-based Activities)

Location first appraising officer: Nairobi, Kenya

Second appraising officer: Ms. Leticia Carvalho

Title second appraising officer: Head

Unit second appraising officer: Marine and Freshwater Branch

Location second appraising officer: Nairobi, Kenya

Duties, responsibilities and output expectations

Terms of reference

The Junior Professional Officer will mainly be responsible for the following activities:

- 1) Assist with the implementation of UN Environment Assembly resolution 4/14 and 5/2, including support to the UNEP Working Group on Nitrogen and the multi-stakeholder Global Partnership on Nutrient Management;
- 2) Assist with support to the Working Group Co-Chairs, as well as individual countries upon their request, with the analysis and development of actions to make progress towards sustainable nitrogen management;
- 3) Provide support to the implementation of SDG target 14.1 on marine pollution and to develop the capacity to measure progress and report progress against indicators, including the eutrophication index (ICEP)
- 4) Assist with strengthening the science-policy interface by developing technical materials, organizing webinars, setting up expert panels and ensuring that the most recent available science is provided in a timely manner to support action;
- 5) Supporting membership management, including database management, and expansion of the Global Partnership on Nutrients Management by providing secretariat services to the Chair, Steering Committee and membership, and promoting increased cooperation amongst stakeholders;
- 6) Support countries in the development and implementation of their national and regional action plans on sustainable nitrogen management, in close coordination with relevant Regional Seas Conventions and Action Plans;
- 7) Assist the secretariat with the project and performance monitoring, the organization of symposia, webinars, workshops and GPNM Steering Committee meetings, and tracking relevant events and developments;
- 8) Contribute to the development and implementation of an integrated source-to-sea pollution project proposal as part of a broader programme on pollution and health and resilience of the water continuum, including proposal writing and fundraising for specific elements.

Output expectations

- 1) Successful delivery and reporting on project outputs under the Programme of Work
- 2) Progress monitoring and timely reporting on the implementation of UNEA resolutions on sustainable nitrogen management

- 3) Enhanced multistakeholder awareness and engagement through the Global Partnership on Nutrients Management (GPNM)
- 4) Support in the development and implementation of regional and national action plans
- 5) Strengthened capacity of countries to report on nutrients issues and marine pollution, including SDG indicator 14.1.1

Travel

Missions and travel will be on demand based and funded from the programme. During the first year, the Junior Professional Officer will go on a minimum of two missions. Other travels related to the implementation of the programme will be based on the demand and need.

Missions and costs of travel envisaged during first year of assignment US\$10,000

Missions and costs of travel envisaged during second year of assignment US\$10,000

Missions and costs of travel envisaged during third year of assignment (if applicable) US\$10,000

Training and Learning Elements

Training will be an important part of the Junior Professional Officer assignment, and the incumbent will be requested to take various mandatory UN training as well as periodical training related to the content of the work. In addition to on the job training, the Junior Professional Officer will have access to language training, computer training, Performance Appraisal training as well as substantive (environmental) training courses which the incumbent could participate. The Junior Professional Officer will also be required to travel to conferences and workshops related to sustainable nutrients management.

Learning elements

After one year the Junior Professional Officer is able to: support secretariat services; understand technical issues in relation to nutrients and related pollution, requests and analyze substantive inputs, assess project proposals, draft project budgets according to UN standards, formulate job-descriptions and project documents, and monitor progress in solving problems. The Junior Professional Officer will also have increased knowledge of the UN system, contacts in and outside the UN system, understanding multicultural work-environment, and have increased familiarity with UN rules and regulations. In addition, the Junior Professional Officer will be able to prepare and lead member webinars for the Global Partnership on Nutrient Management and become familiar with indicator methodologies in support of relevant SDGs.

After two years the Junior Professional Officer is able to: regularly provide high quality progress and performance reports, draft project budgets according to UN standards, formulate job descriptions and project documents, develop project documents and technical concept notes, monitor progress in solving problems, formulate remedial action proposals, prepare documentation, facilitate meetings of the Global Partnership on Nutrients Management, and contribute successfully to results-based management and fundraising efforts. The Junior Professional Officer will also have improved negotiating skills, editing/writing/reporting skills, and organizational/evaluation skills.

After three years (if applicable) the Junior Professional Officer is able to: assess and write UN programme of work documents, as well as large-scale proposals for fundraising, develop coherent briefings and webinar series and coordinate strategic outreach for the expansion of the Global Partnership on Nutrient Management and capacity building for SDG 14.1.1 reporting.

Qualifications and experience

Qualifications: Advanced university degree (Masters degree or equivalent) in environmental sciences, engineering, natural resources, etc.), A first-level university degree in combination with four years of qualifying experience may be accepted in lieu of the advanced university degree.

Skills/Working experience: Length and type of practical experience at the national, and if so required, at the international level: at least 4 years at the national level, or 2 years at the international level e.g., in sustainable development and implementation of environment related programmes, projects and activities is required. Any experience in working on marine or nutrient pollution related issues is an advantage. Experience in stakeholder engagement and communication is desirable, Advanced IT and data analysis skills are desirable. Ability for creative thinking and new ideas is essential.

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.

Competencies

The candidate should have:

- 1) **Good communication skills:** speaks and writes clearly and effectively in English – working knowledge of Spanish or French would be an asset
- 2) **Teamwork:** able to work in collaboration with colleagues from different backgrounds and with different nationalities; solicits guidance where appropriate from his/her supervisor
- 3) **Creativity:** Not bound by current thinking or traditional approaches and seeks to consider new ideas and approaches to problem solving

Living conditions at duty stations

Nairobi is classified by the UN as a "B" hardship duty station. Normal living conditions for developing country in Africa.