

Job Description

Position Title: Programme Analyst (JPO)	Contract type: Fixed-term appointment (Junior Professional Officer)
Grade: P2	Duty Station: Islamabad, Pakistan
Department: Department of Country Operations (DCO)	Division/Unit: Asia and the Pacific Region (APR)
Duration of Assignment: 2 years (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 Department for Country Operations (DCO) oversees the origination, design and management of IFAD investments, including sovereign and non-sovereign operations, as well as the design and implementation of non-lending activities within country programmes, including policy engagement and SSTC. DCO is the department that primarily interfaces with governments, the private sector and other stakeholders to deliver IFAD's programme of work and to provide oversight to ensure quality of the portfolio.

DCO is led by an Associate Vice-President and is composed of five (5) regional divisions: Asia and the Pacific Division (APR), East and Southern Africa Division (ESA), Latin America and Caribbean Division (LAC), Near East, North Africa and Europe Division (NEN) and West and Central Africa Division (WCA), the Private Sector Operations Division (PSD), and two (2) units: the South-South and Triangular Cooperation Unit (SSTC) and the fragility unit (FRU).

IFAD has been investing in poor rural women and men in Pakistan for almost 45 years. IFAD's approach aims at: 1) enabling poor people in vulnerable areas to better adapt their livelihoods to climate change; 2) helping small producers and entrepreneurs benefit from improved value chains and greater market access; 3) empowering marginalized groups, including poor rural women, both economically and socially.

The country programme has successfully demonstrated models for assisting the ultra-poor and very poor in graduating out of poverty on a sustainable basis by adopting a comprehensive approach to poverty alleviation, combining social mobilization, livelihood development, and financial inclusion. IFAD also invests in value chains that support landless and marginalized farmers, smallholder producers and rural entrepreneurs. Its targeting approach and participatory tools help to ensure the inclusion of women, youth and indigenous peoples.

The IFAD Pakistan Country Team has a lean staffing and therefore engage various short-term consultants, and is led by Country Director (CD). The country programme offers opportunity for engaging Junior Programme Officer(s) both as learning as well as contribution aspects.

2. Supervision

Direct supervisor: Country Director of Pakistan

Under the direct supervision of the CD, the Junior Programme Officer (JPO) can support IFAD's country programme in Pakistan. After an inception period, s/he will assist with the oversight of (multiple) individual projects, to get accustomed with the vocation of country programme officers/country programme managers. S/he will prepare an annual work plan reviewed by the supervisor. Organisation and facilitation of periodic meetings, workshop and high-level events will help to monitor and reorient the work. Involvement in mid-year/quarterly review and annual review will help to analyse performance and plan for the subsequent period.

3. Purpose of position

Under the overall guidance of the Country Director, the Programme Analyst will assist with Pakistan portfolio and country programme management related activities on a full range of corporate and operational matters including:

- Support preparation and/ or review of country strategies;
- Support the design and implementation of new projects;
- Technical implementation support and supervision of active projects;
- Support project completion and closure;
- Engagement with Government and implementing agencies;
- Engagement with development partners;
- Preparation of technical reports, knowledge management and knowledge/communication products;
- Participation in national and regional events;
- Discharge other tasks as assigned from time to time by the Country Director, Pakistan.

The Pakistan portfolio covers a range of themes (such as rural economic growth, poverty reduction, agriculture sector modernization and commercialization, climate action, women's empowerment, youth agenda, food security and nutrition, micro-enterprise growth and job creation, policy support).

The JPO will contribute to ensuring the implementation of these themes across the projects as per the design. They may be asked in particular to focus on designing, supervising, and supporting the

implementation of activities focused on gender equity and women's empowerment, job creation and the decent work agenda, youth inclusion with skills training and employment intermediation, and overall economic impact and household income increase.

The JPO will be stationed at the IFAD country Office Islamabad, Pakistan, with duty travel to the field. Travel to/from HQ and regional events may also arise from time to time.

4. Duties and Responsibilities

The JPO will assume the following responsibilities:

Among other things, the JPO will support country office Pakistan to analyse corporate results management, trends in projects at risk, disbursement levels, portfolio implementation performance, partnership arrangements, project monitoring and evaluation, impact assessments. They will draft reports, as required, attend meetings and take minutes, and carry out other task, as assigned by the Country Director.

The JPO will further be required to promote integration of IFAD's mainstreaming themes, such as youth, climate change, nutrition etc. in the projects and country programme with a specific focus on the role and participation of the youth and women in transforming the rural economy. In addition, the JPO will:

1) Programme development, supervision and implementation support

- a) Assist and support the implementation, monitoring, and evaluation of IFAD projects, as well as the design of new programmes and projects (grants and loans).
- b) Contribute to project design, implementation support, supervision and completion missions to monitor progress and measure results allowing for more efficient implementation and policy development.
- c) Organize and participate in implementation support, supervision and follow-up missions, and also contributing to strategic assessments in their area of expertise, identifying constraints to implementation, making appropriate recommendations, and ensuring timely follow-up of the recommendations.
- d) Undertake activities related to (a) loan / grant entry into force, (b) disbursement conditions; and (c) the facilitation of early implementation including project start-ups.
- e) Review: (a) Annual Work Plans and Budgets (AWPBs), (b) Audit Reports; and (c) Progress Reports. Monitor project progress and implementation, anticipate problems and recommend to the CD preventive measures; assist in the timely and systematic completion of project activities and closure of loans and grants.
- f) Provide advice to enhance project management, including capacity building, with regard to loan administration, procurement, proper financial management, audit procedures, M&E systems which includes the revised core indicators, exit strategies and institutional mechanisms for sustainability after project completion.
- g) Ensure that the country programme is addressing IFAD's mainstreaming agenda, such as, climate change, promoting gender equality and women's empowerment and the inclusion of people with disabilities, improving nutrition, and fostering youth employment in the pursuit of adopting a people-centered approach of rural transformation.
- h) Support the country team in ensuring integration of youth issues across the portfolio, including

job creation, entrepreneurial skills development, and overall participation in the rural economy.

2) Monitoring & Evaluation, Knowledge Management and Communication

- a) Provide analysis on implementation progress and results measurement; advise on monitoring tools and ensure compliance with corporate reporting systems.
- b) Support horizontal collaboration and knowledge sharing among IFAD-funded projects around poverty graduation, value chains, farmers' organizations and private sector engagement through meetings, workshops, and exchange visits.
- c) Contribute to knowledge management and communication products, including relevant case studies, through meetings, workshops and exchange visits and enhance visibility of IFAD-funded project activities.

3) Policy & Partnerships development

- a) Contribute to policy development workshops based on IFAD projects, innovations, and comparative advantage.
- b) Establish networks and build partnership with: UN agencies and other donors, private sector, and civil society representatives and with projects and programmes in the region that are relevant to the country programme.

4) Thematic Coverage

The country programme covers a range of themes such as, rural economic growth, poverty graduation, value chain and agribusiness development, agriculture sector modernization and commercialization, climate action, women's empowerment, engagement of youth, food security and nutrition, micro-enterprise growth, skills development, employment and job creation, and policy reforms.

The JPO will contribute to ensuring the implementation of these themes across the country programme as appropriate. She/he will focus on supporting the design, supervision, and the implementation of activities focused on gender equity and women's empowerment, job creation and the decent work agenda, youth inclusion with skills training and employment intermediation, and overall economic impact and household income increase.

5. Qualifications and Skills Required

Education

- Advanced university degree from an accredited institution in rural development, agriculture, economics, environment and climate change, public administration, rural finance, development policy or related disciplines.
- Degree must be obtained from an accredited institution listed on <https://www.whed.net/home.php>

Experiences:

- At least two (2) years, preferably 3-4 years, progressively responsible professional experience preferably in development institutions and/or government service.
- Experience in programme/project management required.
- Work experience in country programme analysis or loan/grant administration with International Financial Institutions (IFIs) or other development cooperation agencies, would be an asset.

Language:

- Excellent written and spoken English.
- Working knowledge of Urdu would be an asset.

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

- Knowledge of rural project management and market development desirable.
- Field experience related to agricultural and rural development desirable.
- Knowledge of policy oriented, programme based pro-poor approaches, and loan and grant preparation desirable.
- Capacity to communicate fluently with different counterparts (civil society, government authorities, local communities, project staff) to align parties and build networks.
- Writes clearly, succinctly and convincingly listens and communicates effectively to engage others.
- Computer skills: Knowledge of ERP systems is an asset, full command of office applications (Word, Excel, PowerPoint) and common Internet applications.

Training Points:

- On the job training in work related areas on a wide range of new and emerging issues with a focus on delivering results and impact.
- Participation in trainings organised by IFAD and external training providers.
- Direct coaching by Country Director.

Learning Points

- Gain insights into the development, coordination and implementation of medium to longer-term International Financial Institutions (IFIs) investment strategies in agriculture and rural development; intensify collaboration with governments and other national stakeholders for rural poverty reduction.
- Expand knowledge on private sector development from a corporate and country portfolio perspective to facilitate replication of practices and scaling up.
- Strengthen competencies to support the design, supervision, and implementation of IFI financed



Investing in rural people

programmes with a view to maximizing development effectiveness, impact, and sustainable development results.