

UN ENVIRONMENT PROGRAMME JUNIOR PROFESSIONAL OFFICER REQUEST

General Information

Post Title Junior Professional Officer (Physical Alteration and Destruction of Habitats (Deep-sea Mining and Sand Extraction))
Office/division/MEA: Ecosystems Division
Unit Source-to-Sea Pollution Unit
Location: Nairobi, Kenya
Duration: 2-3 Years

Background information on UN Environment Programme 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.

The Source-to-Sea Pollution Unit of the Marine and Freshwater Branch supports member states to protect the marine environment from land-based pollution through strengthened coordination of global action. The Unit addresses in an integrated way major pollution streams that are affecting the marine environment: wastewater, nutrients, marine litter, sand extraction and deep-sea minerals.

A key area of focus is related to physical alteration and destruction of habitats (PADH) in relation to stressors such as pollution and extraction of resources (including sand and deep-sea minerals) as well as its impact on different dimensions, including nature and biodiversity loss and pollution. The need for additional human resources is anticipated in this subject, including for capacity development and other initiatives to support countries addressing these environmental issues.

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 increased momentum and intergovernmental attention to the issues around sand extraction and deep-sea minerals exploitation requires an adequate response to these multi-faceted environmental issues. With further consideration of the topics expected at UNEA-6, the addition of a Junior Professional Officer for 2-3 years would greatly enhance the Units ability to support countries and relevant stakeholders to strengthen their scientific knowledge and capacity on risks and impact assessments related to physical degradation and alteration of habitats (PADH) and in particular sand extraction and deep-sea minerals exploitation.

Supervision

Direct supervision: Ms. Heidi Savelli
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, heidi.savelli@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 problems, 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. Heidi Savelli

Title first appraising officer: Senior Programme Management Officer

Unit first appraising officer: Source-to-Sea Pollution Unit

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 of the following activities:

- 1) Assisting with the implementation of operative paragraphs of UN Environment Assembly resolution relevant to the topics of PADH such as sand and deep-sea minerals;
- 2) Assist with strengthening countries' scientific knowledge to enable evidence-based decision-making on aspects related to PADH risks and impacts on e.g. ecosystems, and biodiversity;
- 3) Support cost-benefit and risk analysis to enhance the protection of freshwater and marine ecosystem from pollutants and physical degradation.
- 4) Strengthen scientific knowledge on environmental impacts and risks related to pollutants, exploitation activities, and biodiversity loss through e.g. the development of digital tools and guidance materials on environmental management, baseline setting, taxonomy and impact assessments;

- 5) Assist with the provision of technical assistance on environmental impact assessments, ecosystems cumulative assessment framework and its application in key habitats, integration of biological data with geospatial information and prevention and control measures among others;
- 6) Supporting the implementation of relevant SDGs (e.g. 14, 6) and targets of the KM Global Biodiversity Framework (e.g. 7) through the provision of capacity development activities to assist countries in assessing risks and environmental impacts of potential future mining through the application of relevant tools through masterclasses and workshops;
- 7) Supporting countries in the development and implementation of their environmental measures relevant to PADH, including sand extraction and deep-sea mining, in close coordination with relevant Regional Seas Conventions and Action Plans and other relevant stakeholders;
- 8) Providing support to promote access, transparency and communication of environmental information related to PADH for stakeholders, including on (a) monitoring and assessment of potential impacts and (b) refinement of environmental standards to support the identification of key environmental indicators to monitor mining impacts, among others.

Output expectations

- 1) Successful delivery and reporting on project outputs under the Programme of Work
- 2) Timely reporting on the implementation of UNEA resolutions relevant to PADH, including sand extraction and deep-sea mining
- 3) Progress in the development and implementation of regional and national environmental measures relevant to PADH
- 4) Strengthened capacity of countries to report on SDG 14
- 5) Increased coordination with and amongst partners and stakeholders
- 6) Successful organization of capacity development events and development of tools and guidance materials to support decision making relevant to PADH

Travel

During the first year, the Junior Professional Officer will go on a minimum of one mission. Other travels related to the implementation of the programme will be based on the demand and need.

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. The Junior Professional Officer will also be required to travel to conferences and workshops related to PADH, including sand extraction and deep-sea mining.

Learning elements:

After one year the Junior Professional Officer is able to: understand technical issues in relation to PADH (including sand extraction and deep-sea mining), 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 webinars and other capacity development events 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, and contribute successfully to result based management and fundraising efforts. The Junior Professional Officer will also have improved negotiating skills, editing/writing/reporting, 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 fund raising, develop coherent briefings, webinar series and other capacity development events and coordinate strategic outreach relevant to PADH and SDG 14.

Qualifications and experience

Qualifications:

Advanced university degree (Master's 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 the implementation of environmental related programmes, projects and activities is required. Any experience with sand or deep-sea minerals related issues and environmental impact assessments is an advantage.

Experience in analyzing environmental datasets as well as proficiency with statistical approaches and digital tools including predictive modelling, forecasting and risk measurement is desirable.

Experience in preparing scientific analysis on degradation of freshwater and marine habitats, sediments, and pollution prevention/control is an advantage.

Experience with cumulative effects assessment framework and its application in freshwater and marine ecosystems including deep sea environments is desirable. Experience in using geospatial tools to integrate biological data with geospatial information is also desirable.

Advanced IT 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. Knowledge of any other UN language, including French, Arabic, Spanish and/or Chinese is an advantage.

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.