



<https://jobs.eagmark.net/job/country-director-cote-divoire/>

Description

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 Programme Management Department (PMD), under the leadership of an Associate Vice-President, is responsible for the overall programme of loans and grants of the Fund and is composed of five (5) regional divisions and the Operational Policy and Results Division (OPR).

Under the overall supervision of the regional Division Director, the Country Director is responsible for management of the assigned portfolio and related staff.

The WCA division is responsible for the following countries: Benin, Burkina Faso, Cameroon, Cape Verde, the Central African Republic, Chad, The Congo, Cote d'Ivoire, the Democratic Republic of the Congo, Equatorial Guinea, Gabon, The Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Mauritania, Niger, Nigeria, Sao Tome and Principe, Senegal, Sierra Leone and Togo. They are re-grouped into Multi-Country Offices (MCOs) covering up to 6-8 countries, and stand-alone IFAD Country Offices (ICOs) either headed by Country Director or Country Programme Officer.

The position is located in Abidjan, Cote d'Ivoire ICO and will cover the IFAD country programme of Cote d'Ivoire and that of at least one other medium to large country portfolio of WCA, such as Chad. The Cote d'Ivoire ICO team, comprised of 1 Country Director (CD), 1 Country Programme Officer (CPO), and 1 Country Programme Assistant (CPA), and 1 Country Administrative Assistant (CAA) will be physically located within the IFAD WCA Regional Office in Abidjan.

Job Role

The Country Director is accountable for the IFAD core values of integrity, transparency, and equity in the management of assigned portfolio. The accountabilities/key results the CD also include advocacy for and enhancement of national government programmes that improve the access of poor rural people to natural resources; agricultural technologies; financial services; markets; employment opportunities and enterprise development. The Country Director additionally promotes capacity building of key government counterparts and the

Country Director –
Côte d'Ivoire

Hiring organization

International Fund for Agricultural Development (IFAD)

Employment Type

Full-time

Industry

Agriculture

Job Location

Côte D Ivoire

Valid through

21.05.2023

rural poor in terms of the skills required for their participation in national and local policy and programming processes.

The Country Director plans, directs and manages the IFAD country programmes of Cote d'Ivoire and any other country (or countries) assigned by the WCA Regional Director. The position plays a critical role in ensuring IFAD programmes are efficiently implemented in the countries assigned.

Responsibilities

1. COUNTRY STRATEGIC PROGRAMME MANAGEMENT: The Country Director manages country strategy development for countries within the assigned portfolio of work. S/he is accountable for leading and managing the development and implementation of medium- to longer-term strategies (COSOP) for IFAD's collaboration with governments and other national stakeholders for agricultural development and rural poverty reduction, following the principles of ownership, alignment and harmonization. This entails analysis of the dynamics of agricultural development and rural poverty reduction, the development of relevant country-specific strategies, and the definition of IFAD's value added in this context.

2. COUNTRY PROGRAMME MANAGEMENT: The Country Director manages IFAD programmes and related IFAD-funded projects within the portfolio assigned by the Division Director, leading the design and supervision of the projects as well as loan and grant negotiations, all in accordance with IFAD's applicable policies. The Country Director is accountable for analysing relevant information, assisting in the periodic monitoring and evaluation of results achieved, and reporting on and disseminating findings. S/he contributes effectively to the IFAD organizational change agenda, with reference to issues related to IFAD's direct supervision and implementation support modalities.

3. INSTITUTIONAL REPRESENTATION AND PARTNERSHIP MANAGEMENT
The Country Director serves as a designated IFAD representative at country level. S/he catalysing effective partnerships with a broad range of stakeholders in agricultural development and rural poverty reduction, including government and non-governmental institutions, bilateral and multilateral financing institutions, civil society organizations, research centres and the private sector. Additionally, s/he enhances IFAD's relationships and collaboration with in-country partners, focusing on synergies and coordinated strategies with multilateral/bilateral donors and civil society organizations involved in agricultural development and rural poverty reduction. S/he represents IFAD on the UN Country Team, playing a significant role in coordinating operational activities for development, and contributes to all international and national meetings/thematic groups meetings. The Country Director may coordinate the operational work of the assigned portfolio with the relevant Head of an IFAD Multi-Country Office (MCO) and may provide coordination and administrative support to other Country Directors (P5) managing portfolios assigned to one of the areas covered by the respective MCO and Knowledge Centre. S/he may also be responsible for the administrative supervision and first-level operational support to the Country Directors (P4) managing portfolios assigned to one of the areas covered by the respective MCO.

4. CONTRIBUTION TO POLICY LEADERSHIP: The Country Director contributes to corporate-level strategy on core IFAD policy within the assigned portfolio, led by Division Directors. S/he maintains and promotes constructive dialogue on the

development of pro-poor agricultural development and rural poverty reduction policies and in enabling the rural poor to advocate for institutional transformation. S/he regularly participates in relevant policy meetings and events of interest to IFAD's target groups and which involve the government, donors, and civil society, including NGOs, to render the policy dialogue agenda both credible and sustainable. S/he contributes to IFAD's policy intelligence with regular updates and information exchange on relevant policy discussions and ensures proper knowledge management is in place. Policy dialogue focuses on seeking to link the realities on the ground and the voices of the poor with national policies and programmes.

5. OFFICE MANAGEMENT: The Country Director has delegated authority to manage the country office, including the direct utilization of allocated resources. As such, s/he is accountable for the administrative management of human resources, contracting goods and services, certifying payments within established threshold and financial management.

The Country Director leads and manages the team of staff responsible for delivering country programmes, including performance evaluation and staff development of the staff members under her/his supervision.

Key Performance Indicators

The County Directors deliver technical and managerial leadership to the substantive development and execution of the assigned portfolio, including providing (i) day-to-day managerial direction to Country Directors and other senior staff (up to P-4 level), managerial direction to programme analysts and officers (up to P-3 level), country programme officers and assistants as well as administrative assistants; (ii) effective representation with government counterparts and other programme collaborators; and (iii) ability to anticipate and manage potential risks to the success of programmes.

Assigned areas may include sub-regional clusters of countries either politically sensitive, high profile or highly complex countries as identified in the country classification matrix.

The CD will head the Cote d'Ivoire ICO in Abidjan and be in charge of its effective functioning and is expected to also work closely with the IFAD Regional Office, also located in Abidjan but separate from the ICO.

Qualifications

Organizational Competencies:

Level 2:

- Building relationships and partnerships – Builds and maintains strategic

partnerships internally and externally

- Communicating and negotiating – Acquires & uses a wide range of communication styles & skills
- Demonstrating leadership – Leads by example; initiates and supports change
- Focusing on clients – Contributes to a client-focused culture
- Learning, sharing knowledge and innovating – Challenges, innovates & contributes to learning culture
- Managing performance and developing staff – Manages wider teams with greater impact on others and on the organization
- Managing time, resources and information – Coordinates wider use of time, information and/or resources
- Problem-solving and decision-making – Solves complex problems and makes decisions that have wider corporate impact
- Strategic thinking and organizational development – Staff in management and/or strategic leadership roles
- Team working – Fosters a cohesive team environment

Education:

Education includes Advanced university degree from an accredited institution listed on <https://whed.net/home.php> in rural development, agriculture, economics, rural finance, development policy or related field is required (*):

(*) Note: For internal candidates, this requirement will be assessed in line with the provisions set forth in IFAD's Human Resources Implementing Procedures.

Experience:

- At least ten (10) years of progressively responsible professional experience in rural development, agriculture, economics, rural finance, development policy or other job-related fields.
- Four (4) years in a multi-cultural organization or national organization providing support on a global scope.
- Position-specific experience: Working in international organizations, rural development/financial institutions or government services, preferably in area of implementation and supervision of rural development programmes. Knowledge of the countries assigned in WCA. Experience may include project design, development, implementation and evaluation. At least 2 years (of the total 10) experience in resource (human, financial and material) management in an international organization is an asset.

Languages:

- Required **English and French** (4 – Excellent)
- Desirable: Spanish, or Arabic (3 – Good)

Skills:

- Budgeting, resource management: Know-how in budget administration and accounting, resource allocation and planning at divisional level
- Advocacy: Know-how in advocacy, to maintain and promote constructive dialogue around IFAD's vision to external actors
- IFAD partners: Knowledge of IFAD's partners' functioning and mandate, such as the public sector (e.g. governments and policy, institutions and system), non-state actors (NGOs, CSOs, Foundations, etc.) and private sector actors
- Performance management: Know-how in managing performance, learning

management, establishing learning plans and ensuring staff supervised meet their development needs while meeting the needs of IFAD

- Risk management (e.g. reputational): Identification and assessment of potential liabilities and risks in IFAD's activities, particularly vis-à-vis third parties; ability to handle risks via contingency and mitigation strategies
- Stakeholder management: Strong alignment capabilities and consultation skills, building on effective interactions and relationships with different stakeholders (e.g. for the co-creation of communication material with member states) and ability to build and maintain a strong network (e.g. with journalists, media outlets, etc.)
- Initiative and good judgment: High sense of proactive initiative-taking and good judgement (including on security matters)
- Leadership: Group thought leader, sought out by others and providing mentorship and effective guidance to others; Ability to build trust, inside and outside the organization by acting as a role model for IFAD's core values and competencies, and to provide a clear sense of direction, mentorship and effective guidance to the team, strategizing the IFAD's goals, giving the vision, empowering the team and ensuring a positive environment for all.
- Political acumen: Ability to conduct sound political analysis and understand complex environments, providing options and advice
- Strategic mindset: Proactive, ongoing identification of strategic opportunities, potential synergies and partnerships
- Verbal communication: Clear, succinct and convincing verbal communication; highly professional, balanced and diplomatic language
- Evidence-based policy: Know-how in the formulation of concrete and actionable policy recommendations based on hard evidence (going beyond simple data interpretation)
- Loans & grants: Know-how in designing loan and grant operations and managing loan and grant preparation process
- Policy dialogue: Know-how in the representation of IFAD as a trusted and strategic partner, advocating and promoting IFAD's mandate and vision; effective consultations with IFAD counterparts – like ministries and governmental bodies at all administrative levels, donors, civil society
- Programme/Project development, management: Know-how in Programme/Project development, implementation, management
- Topical expertise – Programme Mgmt for Agricultural Development: Expertise relevant to the specific role (e.g. For ethics office assistant, procedures outlined in the Code of Conduct, Discipline and Anti-harassment provisions of applicable rules and guidelines)
- Rural Finance: Expertise in inclusive rural finance: i.e. pro-poor rural and agricultural financial services (including savings, credit, insurance, payments, remittances, etc.), customer demand and capacities, financial service providers, financial systems and markets, and policy and regulations (micro, meso and macro level adapted support).

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