



<https://jobs.eagmark.net/job/senior-technical-specialist-gender-targeting-and-social-inclusion/>

## 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 local, national and international levels for policies that contribute to rural transformation.

The Strategy and Knowledge Department (SKD) provides expert guidance on IFAD's strategic direction, thematic priorities and technical quality of IFAD operations. It plays a critical role in providing technical expertise to operational teams to enhance development effectiveness by generating and disseminating IFAD's development knowledge and evidence on strategic themes, and encouraging innovative application of cutting-edge global knowledge and evidence in IFAD investments to help countries tackle their most complex development challenges in fostering inclusive and sustainable rural transformation. SKD is composed of the: (i) Environment, Climate, Gender and Social Inclusion Division (ECG); (ii) Sustainable Production, Markets and Institutions Division (PMI); and (iii) Research and Impact Assessment Division (RIA).

ECG is composed of two clusters: (i) Environment and Climate Change Cluster; (ii) and the Social Inclusion Cluster. ECG takes the lead in integrating cross-cutting themes of environment and climate, nutrition, gender, youth, and indigenous peoples into IFAD's portfolio, with the aim of strengthening the quality and impact of IFAD's operations. ECG also contributes to the generation of evidence and knowledge on these themes, and facilitates their use in IFAD-funded projects and activities. In addition, ECG provides guidance and support to ensure the inclusion of marginalized groups, particularly women, indigenous peoples and rural youth, into IFAD operations. Addressing environmental, biodiversity and climate change issues are inseparable from IFAD's mission to overcome poverty.

The ECG Division aims to strengthen the quality and enhance the impact of IFAD's portfolio of country programme investments (comprising loans, grants and associated activities) in terms of technical, institutional and policy aspects. The Division supports enhancement of the quality of IFAD's investments and partnerships by developing and applying technical expertise and knowledge to project and programme design, supervision and implementation support in the context of pro-poor, community-led rural development.

IFAD has a long and well-established history of targeting poorer populations in rural areas and supporting gender equality and women's empowerment. These commitments are underpinned by the IFAD policies on targeting (2006) and gender equality and women's empowerment (2012). Gender equality is a key principle of engagement in the 2016-2025 Strategic Framework with a clear commitment to mainstreaming gender, climate, nutrition and youth in IFAD programmes.

The IFAD gender team in ECG comprises HQ based professional and general service staff and an increasing number of sub-regional gender coordinators currently covering sub-Saharan Africa. There is also a network of gender focal points covering other regional divisions as well as non-operations divisions.

## Senior Specialist Targeting and Social Inclusion) Technical (Gender and Social Inclusion)

### Hiring organization

International Fund for Agricultural Development (IFAD)

### Employment Type

Full-time

### Duration of employment

2 Years

### Industry

Agriculture

### Job Location

Egypt

### Valid through

05.04.2023

The Senior Technical Specialist (STS) works under the supervision of the Lead Technical Specialist (Gender) and overall strategic, policy and management guidance of the division Director-ECG.

## **Job Role**

The Senior Technical Specialist serves as IFAD's technical expert in his/her area of expertise. S/he supports country/regional programs by providing state-of-the-art global technical advice throughout the project cycle (strategic and operational), as well as contributes to the corporate agenda, in his/her technical area of expertise.

Within his/her areas of responsibility, the Senior Technical Specialist exercises a high degree of independence in providing reliable programme delivery. The incumbent at this level performs the full complexity range of work independently, including the analysis and approval of complex and/or precedent setting cases with the aim to ensure cohesion and synergy in the application of technical advice and provision of programme development support. S/he works collaboratively with the thematic Technical Specialists, Country Directors (CD)/Heads of Multi-country Offices (MCO) and other staff to ensure consistency.

The Senior Technical Specialist is an expert and knowledge builder in her/his thematic specialization. S/he provides technical expertise and guidance on generating and using new ideas to enrich the knowledge base that supports the Fund's policy agenda. With corporate, rather than country or regional specific focus, s/he provides substantive contribution to understanding future trends in rural development strengthening IFAD's strategic planning perspective and pro-actively fostering innovative and effective solutions to rural poverty within country programmes, IFAD policy, member governments, the academic community, and public opinion in the international development community. Work at this level is characterized by technical leadership in field of specialization in collaboration with professional and support staff of a unit or by the provision of authoritative technical advice. S/he works collaboratively with SKD technical specialists (both in PMI and ECG) to ensure consistency, cohesion and synergy in the application of technical advice and provision of programme development support facilitating knowledge flows and building of communities of practices.

Position specifics:

The STS will closely cooperate with the Gender, Targeting and Social Inclusion team, other staff working on the corporate mainstreaming agenda and relevant divisions and departments. S/He will work collaboratively with the thematic Technical Specialists, Country Directors and other staff to ensure consistency, cohesion and synergy in the application of technical advice and provision of programme development support.

## **Responsibilities**

1. **SENIOR TECHNICAL ADVICE:** The Senior Technical Specialist provides technically authoritative advice to improve the IFAD's capacity to position itself as an influential global player in these domains, and to improve related national government policies and programmes, ensuring IFAD is regarded as a trusted and valued partner. Accountabilities may include, but are not limited to: (a) providing IFAD staff and partners with up-to-date professional advice on policy, institutional and technical issues; (b) contributing to ensuring that IFAD senior management is regularly and adequately briefed to engage effectively in high-level fora with policy implications for rural transformation; and (c) providing senior-level technical expertise to the preparation of knowledge products aimed at advancing IFAD's voice in the global debate on rural transformation, in close collaboration within SKD and other IFAD departments.

2. **KNOWLEDGE AND ADVISORY SERVICES:** The Senior Technical Specialist enhances the development of viable and sustainable policies, and supports regional and global thematic input, through authoritative technical knowledge sharing for her/his area of specialization. S/he will ensure access to the latest sources of knowledge and innovation, strengthening of technical capacity, and establishment of new knowledge and advisory partnerships. Accountabilities may include, but are not limited to: (i) supporting intelligence gathering and analysis of debates relevant to inclusive and sustainable rural transformation in the global debate and facilitating knowledge sharing and experiences in this area within SKD, IFAD and among other stakeholders in the global arena; (ii) supporting the coordination of relevant knowledge development and dissemination of knowledge and lessons learned with external partners and stakeholders (including regional and national institutions) through seminars, workshops and the publication of Occasional Papers, journal articles, and electronic media, as well as the development of new knowledge products and operational tools informed by learning from the field; (iii) participating in IFAD-wide thematic discussions and developing appropriate technical and operation approaches of relevance to country/divisional strategies and programmes; and (iv) planning and leading learning events to strengthen IFAD's knowledge and capacity to engage in global debates with policy implications for rural transformation.

3. **PARTNERSHIP BUILDING AND OUTREACH ACTIVITIES:** The Senior Technical Specialist develops and maintains a network of strategic partnerships that can help advance IFAD's mandate and messages around rural transformation in the global debate. S/he develops peer contacts inside and outside IFAD to keep up-to-date on activities at country and regional levels, support joint advocacy, and share knowledge to enhance the Fund's profile as a highly competent and viable partner in development. Accountabilities may include: (a) building strategic partnerships with centers of excellence, complementary technical organizations, and specialized departments of other development institutions (including United Nations agencies, International Financial Institutions, bilateral cooperation agencies, non-governmental organizations, etc.); (b) strengthening IFAD's representation and communication in policy processes, including representing IFAD at international, regional, and inter-agency meetings, seminars and conferences; and (c) developing and cultivating alliances in key global policy fora to strengthen IFAD's influence over time, with a strategic focus on specific themes.

4. **MANAGERIAL FUNCTIONS:** The Senior Technical Specialist is accountable for integrity, transparency, and equity in the management of IFAD resources. This includes, among others, people management through support to recruitment of technical specialists and technical leadership/capacity development, coaching and mentoring of new and/or more junior staff, supervisory role and evaluation of performance of professionals and general service staff under his/her purview.

5. MONITORING, EVALUATION AND REPORTING: The Senior Technical Specialist supports the Director/Lead Technical Specialists in knowledge management and other monitoring and reporting activities to enhance country level programme and funding decisions

**Positino Specifics:**

6. SENIOR ADVICE ON GENDER, SOCIAL INCLUSION: The Senior Technical Specialist (Gender, Targeting and Social Inclusion) provides technically authoritative advice to improve the capacity of IFAD to address rural poverty, to enhance national government policies and programmes and to ensure IFAD is regarded as a trusted and valued partner. In particular, accountabilities may include:

- Providing senior technical advice on Gender, Targeting and Social Inclusion and support to ensure IFAD's country-level portfolio is viable and sustainable as well as assisting in project and country strategy design teams to ensure technical innovations are fully integrated into early identification and design of projects and country strategies;
- Enhancing the Fund's regional portfolio through collaborative technical studies and sharing of country-level strategic innovations in the field of specialization; and
- Providing IFAD staff and partners with up-to-date professional advice on policy, institutional and technical issues.

7. COUNTRY PROGRAMME ADVICE: The Senior Technical Specialist (Gender, Targeting and Social Inclusion) serves as country-level focal point in Gender, Targeting and Social Inclusion ensuring appropriate and up-to-date authoritative technical advice to country programme and project design, development, implementation and monitoring to optimize positive programme results and contribute to regional programme enhancements. In particular, accountabilities may include:

- Identifying and assisting in the programming of new sources of funding in the thematic area to complement and diversify the Regional portfolio;
- Providing technical support to staff, field missions and national programmes at all stages of the project cycle, including design, implementation and monitoring and evaluation inputs and undertaking design, implementation support and supervision missions; and substantive contribution to building synergies with the corporate mainstreaming agenda of climate, nutrition and youth;
- In coordination with the Country Directors (CDs) and other thematic specialists, strengthening IFAD's country-level programmes and projects through the Quality Enhancement process of Results-Based Country Strategic Opportunities Programmes (RB- COSOPs)/programmes/projects.

**Key Performance Indicators**

Assignments require the provision of authoritative technical expertise in the field of specialization. The impact of work by the incumbent directly affects the overall country programme and contributes to regional and corporate policy and strategy. Senior Technical Specialists design and contribute to the delivery of a country programme. The impact on the overall IFAD country and regional programmes is significant in projecting the Fund's role/capacity as a reliable, viable partner in development. Work is intricate in that it requires consideration of a wide range of technical factors and related data, and national policies relevant for the economic policy concerns of the international organization. Senior Technical Specialists also monitor and guide the work of external consultants and participate as experts in field missions and intergovernmental and expert group meetings of a technical nature.

Work at this level normally is not reviewed for technical accuracy. Senior Technical Specialists thus exercise independence and initiative in assessing needs and advising governments when on field mission. Decisions are made on the research or analytical strategies to be followed in resolving problems of concern in the technical area. Established methods and procedures are adapted as necessary in order to achieve desired results.

### **Working Relationships**

The work relationships of the Senior Technical Specialist involve providing technical advice, and negotiating and resolving problems that arise in technical project design and appraisal, supervision/implementation support and in preparing studies and reports. S/he serves as an expert in rural infrastructure and renewable energy and works with full technical independence in providing technical expertise and methodological guidance at the country level, as well as regionally, as required. Contacts are with counterparts and senior officials within other United Nations organizations having related programmes, and with officials of governments, non-governmental and intergovernmental organizations, research institutes and academia. At intergovernmental bodies, expert groups and other meetings, the Senior Technical Specialist (Research) provides technical expertise and recommendations for policy formulation and official conclusions in a consultative and specialist capacity; s/he may also provide information regarding the organization's policies, and act as the representative of the organization, maintaining contacts to identify and evaluate emerging developments.

### **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:**

- Level – Advanced university degree from an accredited institution listed on <https://www.whed.net/home.php> in a job related field
- Areas – Rural Sociology, Gender Studies, Development Studies, International Relations, Agricultural Economics or Social Sciences with a focus on gender or social inclusion, and a strong familiarity with agriculture, food systems, food security and rural development and their relationship with gender equality, women's empowerment and social inclusion.
- Degree must be an accredited institution listed on <https://www.whed.net/home.php>

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

### **Experience:**

- At least eight (8) years of progressively responsible experience in, and demonstrated understanding of, development initiatives in the field of specialization
- Two (2) years in a multi-cultural organization or national organization providing support on a global scope.
- Position-specific experience: Experience in international policy frameworks related to women's rights, global environment, natural resource management and rural development is an asset. Experience in the design, implementation, supervision and performance monitoring and evaluation of gender equality, women's empowerment and social inclusion in an agricultural or rural context. Demonstrated experience in working as part of a multidisciplinary team and with country governments and international development partners. Familiarity with the key regional and global centres of excellence in the fields of (i) gender equality and social inclusion in the context of agriculture and rural development.

### **Languages:**

- Required English (4 – Excellent)
- Desirable: French, Spanish, or Arabic (3 – Good)
- Position-specific requirement: Good working knowledge of another official language (Arabic, French, or Spanish) is a strong asset.

**Skills:**

- Knowledge strategy & management: Extensive expertise in knowledge management & dissemination strategies
- Advocacy: Know-how in advocacy, to maintain and promote constructive dialogue around IFAD's vision to external actors
- IFAD governance & mandate: In depth knowledge of IFAD's governance structure, mandate, strategic priorities and technical work
- Adaptability: Adaptability and flexibility when facing new or unexpected situations, and to specific constraints and circumstances and managing complex processes
- Corporate approach: Ability to bring in corporate vision and priorities into one's area of work (e.g. budgeting going beyond simple budgetary considerations, taking into account strategic priorities)
- Interpersonal skills: Ability to deal patiently and tactfully with others (e.g. visitors, clients, callers, etc.), including senior individuals (e.g. high-level meeting participants)
- Synthesis: Outstanding ability to synthesize and simplify complex technical information for a variety of (non-technical) audiences
- Verbal communication: Clear, succinct and convincing verbal communication; highly professional, balanced and diplomatic language
- Written communication: Clear, succinct and convincing written communication in the language needed for specific role; highly professional, balanced and diplomatic language (e.g. for drafting of position papers, briefings, etc.)
- Evidence-based policy: Know-how in the formulation of concrete and actionable policy recommendations based on hard evidence (going beyond simple data interpretation)
- Programme/Project development, management: Know-how in Programme/Project development, implementation, management
- Social & Environmental Safeguards: Know-how in Social & Environmental compliance as specified in the IFAD's Social, Environmental and Climate Assessment Procedures (SECAP)
- Cross-cutting themes – Gender and social inclusion: Expertise specific to gender and social inclusion cross-cutting theme (e.g. youth, targeting strategies)
- Cross-cutting themes – Nutrition: Expertise specific to nutrition cross-cutting theme (e.g. food systems)

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