



Food and Agriculture Organization of the United Nations

Professional Vacancy Announcement No: IRC3506

Issued on: 1 August 2016
Deadline For Application: 22 August 2016

Position Title:	Policy Officer (Gender and Social and Institutional System)	GRADE LEVEL: P-4.
		DUTY STATION: Santiago, Chile
Organizational Unit:	Regional Office for Latin America and the Caribbean (RLC)	DURATION *: 2 years
		POST NUMBER: 2000755
		CCOG CODE: 1.E.02

* The length of appointment for internal FAO candidates will be established in accordance with applicable policies pertaining to the extension of appointments

**Qualified female applicants and qualified nationals of non-and under-represented member countries are encouraged to apply.
Persons with disabilities are equally encouraged to apply.
All applications will be treated with the strictest confidence.**

The incumbent may be re-assigned to different activities and/or duty stations depending on the evolving needs of the Organization.

Organizational Setting

The Regional Office for Latin America and the Caribbean (FAO RLC) is responsible for leading FAO's response to regional priorities for food security, agriculture and rural development through the identification, planning, and implementation of FAO's priority activities in the Region. It ensures a multidisciplinary approach to programs, identifies priority areas of action for the Organization in the Region and, in collaboration with strategic programs, departments and divisions at headquarters, develops, promotes and oversees FAO's strategic response to regional priorities.

RLC also advises on the incorporation of regional priorities into the Organization's Programme of Work and Budget and implements approved programs and projects in the region, monitors the level of programme implementation and draws attention to problems and deficiencies. FAO RLC develops and maintains relations with region-wide institutions including the Regional Economic Integration Organizations (REIOs).

The Regional Office supports regional policy dialogue on food security, agriculture and rural development issues, facilitates regional partnerships, and supports capacity development and resource mobilization for food security, agriculture and rural development in the region

The Policy Officer is part of the regional Strategic Programme 3 (SP3), but should work together with all the others Strategic Programmes and Regional Initiatives.

Reporting Lines

The Policy Officer reports to Strategic Programme (SP3) focal point in RLC, and maintains regular contact with FAO headquarters in Rome, for functional guidance on matters relating to policy and governance support in the food and agricultural sectors.

Technical focus

Gender equality and women's empowerment, rural institutions, social policies, social and institutional systems, social, ethnic, racial, and economic inclusion, social protection, rural poverty eradication.

Key Results

Development and implementation of coherent, integrated and effective policy assistance and governance work supporting member states at regional, sub regional and country level: i) in accordance with the FAO Strategic Framework and its delivery mechanisms, and ii) in response to new policy assistance requests.

Key Functions

- Supports the work carried out by technical or policy officers from HQ or out-posted staff in the Decentralized Offices in relation to policy and governance work under FAO's strategic framework;
- Advocates strategic partnership, best practices and policy dialogue in support of enhanced governance for food and nutrition security, sustainable agriculture and food systems;
- Participates in specialized or multi-disciplinary teams, and high-level policy analysis missions or projects, policy networks

- and/or international policy setting bodies
- Interacts with UN Regional and Country teams to improve cross-sectorial policies and strategies concerning food and nutrition security and sustainable development;
- Supports the analysis by the Regional Office of regional and country-level issues to provide input into the identification of country and regional priorities and requirement;
- Designs, implements and monitors regional and sub-regional policy work programmes and the supporting budgets and/or resourcing strategies;
- Plans, organizes and participates in capacity development activities involving the provision of technical advice and assistance, and oversees the development of related materials, on-line tools and information kits.

Specific Functions

- Provides policy and institutional analysis, technical inputs and advices to promote public policy on gender and social equality, social inclusion and rural people's empowerment for sustainable food security, agricultural development, poverty reduction and rural development, including missions and support to member countries and Regional Economic Integration Organizations in the region;
- Develops a strategy and provides technical support to managers and staff to implement FAO's gender equality policy and to ensure that gender equality and women's empowerment issues are addressed, monitored and reported on for all relevant policies, programmes, priority initiatives, tools and reports, in the framework of FAO strategic objectives;
- Coordinates research on key emerging issues related to gender equality and social and institutional systems in food and agriculture, analyse and monitor key developments in countries of the region, maintain and exchange updated information;
- Contributes to the elaboration of country socio- economic and agricultural sector profiles, Country Briefs, analytical publications, country and regional policies and strategies, providing policy advice on adjustments needed;
- Ensures that capacity development needs related to gender and social equality policies; social inclusion and rural institution building are assessed and addressed for professional staff in decentralized offices in the Region and support similar efforts to build capacities in member countries;
- Develops and strengthen strategic partnerships and knowledge networks within and outside the Organization (e.g. ECLAC, UNWOMEN, ILO, regional and sub regional bodies, rural women and other socially disadvantaged groups and civil society organizations).

CANDIDATES WILL BE ASSESSED AGAINST THE FOLLOWING

Minimum Requirements

- Advanced university degree in political sciences, social sciences , rural development, agricultural economics, development economics, rural sociology, food security, nutrition, sustainable agriculture (including livestock, forestry and fisheries), or related field.
- Seven years of relevant experience in designing, implementing or evaluating social policies and programmes, with a special focus on social or gender inequalities, rural institution building and poverty reduction and rural development (Ph.D. substitutes for two years of experience)
- Working knowledge of English and Spanish

Competencies

- Results Focus
- Teamwork
- Communication
- Building Effective Relationships
- Knowledge Sharing and Continuous Improvement

Technical/Functional Skills

- Work experience in more than one location or area of work, particularly in field positions is desirable
- Extent of experience in the least developed countries and in the Latin America and Caribbean Region
- Demonstrated experience and knowledge in developing and providing evidence based social policy and institutional development advice to governments and international organizations and in mainstreaming gender or social inclusion within these institutions
- Extent of experience in capacity development, including ability to organize and conduct innovative and effective capacity development programmes for policy makers, technical meetings and training sessions
- Demonstrated ability to write clear and concise reports and briefs. Working knowledge of French would be an asset.
- Extent of relevant experience in developing and managing programmes, financial and human resources, and sustained partnerships and knowledge networks, in mobilizing resources.

Please note that all candidates should adhere to *FAO Values of Commitment to FAO, Respect for All and Integrity and Transparency*.

ADDITIONAL INFORMATION

- All candidates should possess computer/word processing skills.
- Your application will be screened based on the information provided in your iRecruitment online profile (see “How to Apply”). We strongly recommend that you ensure that the information is accurate and complete including employment record, academic qualifications and language skills.
- Please note that FAO will only consider academic credentials or degrees obtained from an educational institution recognised in the IAU/UNESCO list.
- Other similar positions at the same level may be filled from this vacancy notice and the endorsed candidates will be considered for the Employment Roster for a period of 2 years.
- Candidates may be requested to provide performance assessments.

REMUNERATION

A competitive compensation and benefits package is offered. For information on UN salaries, allowances and benefits, click on the following link: http://www.un.org/Depts/OHRM/salaries_allowances/salary.htm

HOW TO APPLY

To apply, visit the iRecruitment website at <http://www.fao.org/employment/irecruitment-access/en/> and complete your online profile. Only applications received through iRecruitment will be considered.

Candidates are requested to attach a letter of motivation to the online profile.

Vacancies will be removed from iRecruitment at 23:59 Central European Time (CET) on the deadline for applications date. We encourage applicants to submit the application well before the deadline date.

If you need help, or have queries, please contact: iRecruitment@fao.org

FAO IS A NON-SMOKING ENVIRONMENT