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## *Vacancy Announcement—Internal/External*

VACANCY ANNOUNCEMENT NUMBER:	CCD/19/P/INT&EXT/11
DEADLINE FOR APPLICATIONS:	31 December 2019
POST TITLE AND LEVEL:	Managing Director, D-1
DUTY STATION	Bonn, Germany
ORGANIZATIONAL UNIT	Global Mechanism of the United Nations Convention to Combat Desertification
INDICATIVE NET ANNUAL SALARY	USD 99,595 + variable post adjustment, currently 28,4% of net salary and other UN benefits

### INTERNATIONAL RECRUITMENT APPOINTMENT LIMITED TO SERVICE WITH UNCCD

#### Background

The objective of the United Nations Convention to Combat Desertification (UNCCD) is to combat desertification and mitigate the effects of drought in countries experiencing serious drought and/or desertification around the world, particularly in Africa.

The Global Mechanism (GM) is a subsidiary body of the UNCCD that is mandated to support country Parties to the Convention in the mobilization of resources for its implementation. With the view to increasing the effectiveness and efficiency of existing financial mechanisms, the GM is requested to promote “actions leading to the mobilization and channelling of substantial financial resources, including for the transfer of technology, on a grant, and/or on concessional or other terms, to affected developing country Parties” (Article 21, para. 4, UNCCD). Such actions include a broad range of country-level strategic planning and implementation efforts. The Global Mechanism is currently spearheading several initiatives to implement its resources mobilization mandate and respond to Parties’ need for innovative approaches to attain the Convention’s aims, including:

- (i) Supporting countries in the development of land-based transformative projects and programmes through the provision of technical support to achieve land degradation neutrality (LDN);
- (ii) Development of innovative financial initiatives aiming at channelling resources from new public and private funding sources, including through blended finance;
- (iii) Development of new integrated approaches to facilitate the financing and implementation of projects contributing to achieve synergies across the objectives of the three Rio Conventions; and
- (iv) Strengthening and developing partnerships with a view to facilitate country-level implementation of the Convention

#### Responsibilities

The Managing Director of the Global Mechanism of the UNCCD, under the supervision of and in coordination and consultation with the Executive Secretary of the UNCCD, guides the implementation of the mandate of the GM, offering support to developing countries on how to



scale up implementation of the Convention and achieve Land Degradation Neutrality. Specifically, the incumbent:

1. Supports countries in taking bold actions to address DLDD and making it a priority in country policies, programs, and transformational projects by:
  - i) Engaging in bilateral and multilateral discussions with key stakeholders such as senior Government officials and bilateral and multilateral donors to facilitate the development of an enabling environment conducive to the implementation of DLDD actions on the ground
  - ii) Establishing partnerships and developing global advocacy campaigns leading to increase availability of resources for country parties to implement the Convention including through the implementation of projects and technology transfer
  - iii) Working with country Parties to the UNCCD and a broad variety of international and regional partners to identify financial resources, including climate finance, in support of the implementation of the convention and addressing DLDD; and
  - iv) Supporting country parties in the preparation of DLDD projects and the development and submission of proposals to the Global Environment Facility and other bilateral, multilateral and private sources of funding;
2. Provides vision and direction to the Global Mechanism's work on finance in support of DLDD activities by:
  - i) Leading the GM's work in developing innovative finance mechanism, including the LDN Fund;
  - ii) Ensuring that the outputs produced by the GM maintain high quality standards, that reports are clear, objective and based on comprehensive data;
  - iii) Overseeing the preparation of reports for presentation to intergovernmental bodies such as the Conference of the Parties (COP) the Committee for the Review of the Implementation of the Convention (CRIC) and other policy-making organs, as appropriate, on budget and programme performance.
3. Oversees the management of the GM's financial resources by:
  - i) Developing and implementing the GM's resource mobilization strategy to increase the availability of funding to country parties to implement the Convention. This strategy should include resources to support the GM's activities on behalf of country parties as well as expanding the availability of resources that could flow directly to country parties to support implementation of the Convention.
  - ii) Leading and managing the resource mobilization strategy of the GM, as well as representing the GM within the international development and climate finance community;
  - iii) Overseeing the work as it relates to the work of GM's efficiency and effectiveness to ensure sound formulation and effective implementation of the results-based monitoring and evaluation and the results-based budgeting system;



- iv) Ensuring compliance at the organizational level with all terms and conditions with respect to projects, legal instruments and donor agreements, including acting as focal point for audit and the implementation of measures that strengthen performance and financial management.
4. Plans and strategically manages all aspects of human resources for the GM and oversees the administrative tasks necessary for the functioning of the Office by:
  - i) Assigning and monitoring performance parameters and critical indicators evaluating staff performance;
  - ii) Ensuring that expected accomplishments as well as individual goals are met, and that resources and organizational structures are available for these to be reached;
  - iii) Leading change management processes;
  - iv) Ensuring that procedures and good practices are in place and adhered to;
  - v) Fostering teamwork and open communication between staff and across organizational boundaries;
  - vi) Determining the GM's information technology requirements and providing direction for the knowledge management activities of the GM, and approval for all public information products developed by the GM.
5. Representing and speaking authoritatively for the GM of the UNCCD in high level internal and external meetings, conferences, processes and instruments especially on finance for development, including in the context of the UNFCCC and the CBD.
  - i) Representing the GM with governments, UN agencies, NGOs, academia, media and the private sector to raise awareness and stimulate action to advance investments in sustainable land management and land rehabilitation;
  - ii) Representing the GM in the COP and CRIC leading the development and implementation of communication, information and advocacy strategies to increase visibility for investments in sustainable land management (and land rehabilitation) and the aims of the Convention.
6. Perform any other job-related activity required to achieve the goals and objectives of the Global Mechanism and UNCCD.

### Requirements

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- Advanced university degree in management, international relations, natural resource management, social or environmental sciences. A first level university degree in combination with qualifying experience may be accepted in lieu of an advanced university degree.
- At least 15 years of progressively responsible professional experience in development, environment, natural resource and multilateral work, resource mobilization, and familiarity with development and climate finance and investment issues, out of which at least 5 years of experience should be in an international environment.
- Fluency in oral and written English is required: working knowledge of French is desirable. Knowledge of another UN Official language is an advantage.

### Competencies

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**Professionalism:** Management experience in, and familiarity with the United Nations or multilateral system and procedures are particularly desirable; Familiarity with modalities of



multilateral and private financial instruments and mechanisms related to land management an asset; Familiarity with results-based management planning, budgeting and reporting; Knowledge of multilateral environmental agreements, particularly the UNCCD, is an advantage; Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; Is conscientious and efficient in meeting commitments, observing deadlines and achieving results; Is motivated by professional rather than personal concerns; Shows persistence when faced with difficult problems or challenges; remains calm in stressful situations.

**Leadership:** Serves as a role model that other people want to follow; Empowers others to translate vision into results; Is proactive in developing strategies to accomplish objectives; Establishes and maintains relationships with a broad range of people to understand needs and gain support; Anticipates and resolves conflicts by pursuing mutually agreeable solutions; Drives for change and improvement, does not accept the status quo; Shows the courage to take unpopular stands.; Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance staffing.

**Empowering Others:** Delegates responsibility clarifies expectations and gives staff autonomy in important areas of their work; Encourages others to set challenging goals; Holds others accountable for achieving results related to their area of responsibility; Genuinely values all staff members' input and expertise; Shows appreciation and rewards achievement and effort; Involves others when making decisions that affect them.

**Sound Judgement / Decision Making:** Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; Gathers relevant information before making a decision; Considers positive and negative impact on others and on the Organization; Proposes a course of action or makes a recommendation based on all available information; Checks assumptions against facts; Determines that the actions proposed will satisfy the expressed and underlying needs for the decision; Makes tough decisions when necessary.

**Vision:** Identifies strategic issues, opportunities and risks; Clearly communicates links between the Organization's strategy and the work unit's goals; Generates and communicates broad and compelling organizational direction inspiring others to pursue that same direction; Conveys enthusiasm about future possibilities.

**Building Trust:** Provides an environment in which others can talk and act without fear or repercussion; Manages in a deliberate and predictable way; Operates with transparency, has no hidden agenda; Places confidence in colleagues, staff members and clients; Gives proper credit to others; Follows through on agreed upon actions; Treats sensitive or confidential information appropriately.

### **Assessment**

Evaluation of qualified candidates may include an assessment exercise which will be followed by competency-based interview.



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### **Special Notice**

Individual contractors and consultants who have worked within the UN Secretariat in the last six months, irrespective of the administering entity, are ineligible to apply for professional and higher temporary or fixed-term positions and their applications will not be considered.

### **Submission of applications**

All applicants are requested to complete a United Nations Personal History Form<sup>1</sup>. When completing the PHP, ensure ALL fields, ALL professional experience and contact information are completed and up to date. This information is the basis for the hiring manager to assess your eligibility and suitability for the position and to contact you.

PLEASE NOTE THAT APPLICATIONS RECEIVED AFTER THE DEADLINE WILL NOT BE ACCEPTED.

All applications should be sent by e-mail to [staffing@unccd.int](mailto:staffing@unccd.int) with reference to [CCD/19/P/INT&EXT/11](#). [PLEASE INDICATE THE VACANCY ANNOUNCEMENT NUMBER ON THE APPLICATION.](#)

No telephone calls will be returned. Applications will not be acknowledged; only short-listed candidates will be contacted. Candidates who do not receive any feedback within three months of the deadline should consider their application as unsuccessful.

Date of issuance: 18 November 2019

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<sup>1</sup> [https://www.unccd.int/sites/default/files/inline-files/UNCCD%20P-11%20Form\\_1.pdf](https://www.unccd.int/sites/default/files/inline-files/UNCCD%20P-11%20Form_1.pdf)