



---

## *Vacancy Announcement—Internal/External*

VACANCY NUMBER	CCD/20/P/INT&EXT/05
DEADLINE FOR APPLICATIONS	22 September 2020
POST TITLE AND LEVEL	Gender Project Officer, P-3
DURATION	one year with possibility of extension
DUTY STATION	Bonn, Germany
ORGANIZATIONAL UNIT	Global Mechanism
INDICATIVE NET ANNUAL SALARY	USD 60,692+ variable post adjustment, currently 31% 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 land degradation, and to mitigate the effects of drought (DLDD) in affected countries around the world, particularly in Africa, through effective action at all levels. Established in 1994, the UNCCD is the sole legally binding international agreement linking environment and development to sustainable land management. In decision 30/COP.13, Parties to the UNCCD adopted the Gender Action Plan (GAP)<sup>1</sup> recognizing that all aspects of DLDD have gender dimensions and call to further mainstream gender equality and empowerment of women and girls into desertification/land degradation and drought-related policies and activities, as appropriate, to implement the Convention and the UNCCD 2018–2030 Strategic Framework.

The Global Mechanism (GM) is an institution of the UNCCD, mandated to assist countries in the mobilization of financial resources from the public and private sector for activities that prevent, control or reverse desertification, land degradation and drought. As the operational arm of the convention, the Global Mechanism supports countries to translate the Convention into action. 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:

---

<sup>1</sup> [https://www.unccd.int/sites/default/files/documents/2018-01/GAP%20ENG%20%20low%20res\\_0.pdf](https://www.unccd.int/sites/default/files/documents/2018-01/GAP%20ENG%20%20low%20res_0.pdf)



- (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 promotion of gender equality is both central to UNCCD's mandate and is a priority within the organization's activities. Under the overall supervision of the LDN and Land Restoration Programme Coordinator of the Global Mechanism and working in close coordination with the External Relations, Policy and Advocacy (ERPA) unit of the UNCCD, the incumbent will be responsible for the following tasks:

- Contributing to the development of gender transformative projects and programmes developed by the Global Mechanism in line with the UNCCD Gender Action Plan, other relevant UNCCD policies and international best practice.
- Provide support in the development of gender responsive LDN transformative projects and programmes in close collaboration with the project managers by delivering support for improvements and/or providing gender related technical assistance on the implementation of ongoing project.
- Supporting the development and implementation of joint collaborative mechanism between UNCCD secretariat and GM led projects to ensure that opportunities to promote and implement gender responsive approaches are executed efficiently and cost effectively.
- Providing gender related technical input at different levels of proposal development and project lifecycle; providing technical review of final versions of project concept notes and/or full fledged project documents ; and leading and taking responsibility for the gender-responsive design of the whole proposal, including coherence with the gender requirements of the funding source.
- Assist in identifying and supporting the delivery of gender technical outputs during project design and project implementation.
- Be proactive in canvassing suggestions for partnerships and resource mobilization, including with the private sector, to support projects and programmes advancing gender equality and initiate follow up processes.
- Participating in evaluating project's gender equality performance and take lead on gender equality action planning including assisting with the analysis of data, identifying potential gaps and strategies to address them.
- Review and monitors programme results, outputs and outcomes from the gender perspective and provide substantive inputs to the preparation of donor and the annual reports relating the UN System-wide Action Plan (UN-SWAP) on Gender Equality and the Empowerment of Women.



- Identify opportunities for capacity building of partners and develop gender responsive technical/ programming support, design tools and deliver trainings to partners, as needed.
- Preparing, maintaining and updating an LDN/Gender knowledge agenda, capturing lessons learnt including collection and dissemination of knowledge products to stimulate internal and external knowledge exchange and initiate global learning and communities of practice.
- Undertakes outreach activities: building, maintaining and utilizing networks and relationships with relevant stakeholders e.g. UNCCD parties, companies, research institutions, universities, donors, etc. to support implementation and expansion of the Gender and LDN programme.
- Ensures provision of timely and quality technical backstopping by identifying the needs and sources for technical assistance and facilitating the provision of expert support (consultants/short timers).
- Performs any other job-related activities required to achieve the goals and objectives of the team, the Unit, the Programme or the secretariat.

### Requirements

---

- Advanced university degree (Master's degree or equivalent) in a field relevant to the assignment, for example in gender studies, social sciences, agriculture economics, rural development or another relevant field.
- At least 5 years of proven ability and solid experience providing technical assistance in gender transformative approaches and developing successful proposals for external donor funding, including technical writing, particularly in the context of land/natural resource use and management, land and forest restoration, agriculture, food and water security.
- Demonstrated application of technical principles and concepts in gender integration at micro, meso and macro levels. Strong knowledge of gender transformative project design (clear gender targets, clear objectives for gender equality and the empowerment of women and girls, development of gender responsive/sensitive indicators, gender-based analysis, among others).
- Excellent social and networking skills, ability to engage with governments and the private sector including influencing skills and experience of working effectively in an international organization. Highly developed conceptual, analytical and innovative problem-solving ability; demonstrated ability to handle complex issues.
- Fluency in oral and written English and French is required. Knowledge of another UN official language, particularly Spanish, would be considered an advantage.

### Competencies

---

**Professionalism:** Knowledge of gender equality, gender mainstreaming concepts and analysis. Ability to identify issues, analyses and participate in the resolution of issues/problems. Conceptual, analytical and political skills. Ability to apply judgment in the context of assignments given, plan own work and manage conflicting priorities. 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. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work



**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors' language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

**Client Orientation:** Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

### **Assessment**

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

### **Special Notice**

The UNCCD is committed to a 50/50 gender balance in its staff. Female candidates are strongly encouraged to apply for this position.

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

This job opening is for an initial period of one year and may be renewed subject to availability of project funding.

### **Submission of applications**

All applicants are requested to complete a United Nations Personal History Form<sup>2</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.**

---

<sup>2</sup> UNCCD P-11 form in electronic fill-in .pdf OR .docx format available: <https://www.unccd.int/about-us/secretariat/vacancies/applying-unccd>



All applications should be sent by e-mail to [staffing@unccd.int](mailto:staffing@unccd.int) with reference to **CCD/20/P/INT&EXT/05**. 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: 23 August 2020