



FAO Representation - Afghanistan

**VACANCY ANNOUNCEMENT**

**Issued Date:** 18 February 2021

**Closing Date for Applications:** 04 March 2021

VA NO. FAO/KBL/PRJ/SC/03-2021	
<b>Functional title:</b>	National Gender Specialist
<b>Type of Contract:</b>	National Project Personnel / Service Contract (NPP/SC)
<b>Grade / level:</b>	SB-4
<b>Number of Post (s) :</b>	1 (One)
<b>Duration :</b>	12 Months
<b>Extendable / renewable:</b>	Extendable, based on satisfactory performance and budget availability
<b>Probationary period:</b>	Initial 3 Months
<b>Project / programme / unit:</b>	Strengthening Country Capacity for Engagement with GCF and Direct Access to Climate Finance: (GCF Readiness II) - GCP/AFG/105/GCR Project
<b>Duty station:</b>	Kabul – Afghanistan, with frequent domestic travel to provinces
<b>Sub – station:</b>	Nil

**DUTIES / RESPONSIBILITIES:**

**Organization Settings:**

Through its Country Offices, or FAO Representations, FAO assists governments to develop policies, Programmes and projects to address hunger, food security and malnutrition, and provides technical support for the sustainable development of their agricultural, livestock, animal health, and irrigation and forestry sectors as well as emergency preparedness and response. The activities of the FAO Representation include design and implementation of country-tailored field Programmes, liaison with local donor representatives and active public awareness raising and outreach activities related to the mandate of FAO.

FAO assistance in Afghanistan achieves its objectives through capacity development and direct project implementation in four specific areas of FAO's technical expertise:

- Better governance through improved capacity for policy planning, land reform, decentralization, and management of common natural resources;
- Fostering expansion of irrigation and field water management;
- Intensive agriculture for surplus commercialization, value chains development, and job creation;
- Supporting vulnerable farmers for improved food and nutrition security, resilience, and emergency response to natural and man-made disasters and climate change.

This position is established under the GCP/AFG/105/GCR Project in Afghanistan, and the duty station is Kabul, with frequent travels to other project locations in the provinces covered by the respective project.

**Project Background:**

Afghanistan is highly vulnerable to the impacts of climate change. A high proportion of the population rely on climate-sensitive sectors, particularly agriculture and animal husbandry. Increasingly uncertain and extreme climatic conditions such as droughts, floods and erratic rain fall patterns impact the productivity of these sectors. Climate change therefore poses a direct threat to marginalized, vulnerable communities and sustainable economic development in the country. In this context, Afghanistan will need to build and manage a fruitful partnership with the Green Climate Fund (GCF).

The Government of Islamic Republic of Afghanistan (GoIRA) has been engaged with the GCF to help the country develop and implement durable adaptation and mitigation actions to pursue climate resilient and low emission development pathways. The National Environment Protection Agency (NEPA) – GCF National Designed Authority (NDA) – is implementing an initial Readiness and Preparatory Support project (hereafter referred to as ‘Readiness I’) to strengthen the NDA’s capacity and coordination mechanisms, develop No Objection Procedures (NOP) and an initial GCF country programme.

To further strengthen the NDA’s capacity for strategic engagement with GCF, the NDA has requested FAO to develop this second Readiness proposal (hereafter referred to as ‘Readiness II’) to:

- Further strengthen NDA capacity, addressing the gaps identified in Readiness I;
- Increase stakeholder engagement, particularly at sub-national levels and of civil society and private sector;
- Strengthen capacity for gender considerations in GCF country programming and projects;
- Further develop the Country Programme;
- Develop system and capacity of NEPA for MRV of climate finance;
- Prepare for DAE accreditation; and
- Develop climate finance strategy including strategy for the private sector to access GCF and for unblocking private investments in climate actions.

The Readiness II implementation will draw on the NDA office and coordination mechanisms established under Readiness I while providing critical technical support a more strategic engagement with the GCF to boost climate finance in Afghanistan.

This project will support NEPA to put in place necessary arrangements to access and effectively implement GCF resources, responding to the needs to strengthen capacities mentioned above.

**Purpose of this vacancy announcement:**

FAO is looking for qualified national staff fill the position of National Gender Specialist. This position will support the work of the FAO – Green Climate Fund (GCF) funded project “Further Strengthening Country Capacity for Engagement with GCF and Direct Access to Climate Finance (GCF Readiness II)”.

**Key Result:**

The project activities are implemented successfully, timely and effectively in conformity with the objectives of the project.

**Reporting Lines / Supervision Received/Exercised:**

Under the overall supervision of the FAO Representative in Afghanistan, the direct supervision of National Project Manager , technical guidance of the Lead Technical Officer (LTO) in the FAO Regional Office for Asia and the Pacific (RAP) and in close collaboration with FAO RAP Gender Officer, NEPA Gender and Climate Change Divisions, and relevant staff in FAO Representation, the incumbent will carry out the following tasks;

**Tasks and Responsibilities:**

- Ensure that the Afghanistan GCF institutional coordination, Country Programme and programme/project proposals are gender inclusive and comply with the GCF Gender equality requirements:
  - Based on the gender assessment and the framework to mainstream gender considerations in GCF developed in Readiness-I, develop a set of guidelines for integrating gender considerations in GCF country programming and project development and screening/appraisal;
  - Provide support in review of GCF project ideas, concept note and funding proposals to ensure compliance with GCF requirements on gender aspects;
  - Further enrich the training manual on gender considerations in climate change policies, programming, financing and the GCF;
  - Deliver trainings/workshops on gender-related issues and stakeholder engagement in the GCF institutional capacity building context.

- Ensure the fulfilment of gender equality standards for Direct Access Accreditation:
  - Contribute to the development of a strategy for direct access to climate finance in Afghanistan with the focus on gender equality standards and social safeguards;
  - Support the process of identifying potential entities that could be nominated as Direct Access Entities (DAEs)
  - Working closely with the National Fiduciary and National Environmental and Social Safeguard experts to provide support to potential DAEs in the accreditation application including reviewing application documents, supporting the preparation of required documents and responses to inquiries by the GCF Secretariat and the Independent Accreditation Panel;
  - Contribute to the establishment of a Technical Committee for DAE accreditation;
  - Support to meetings, workshops to discuss accreditation requirements and process to apply for accreditation;
  - Facilitate the Technical Committee to undertake screening of the entities to come up with a short list; and Identify 1-2 qualified entities engage in a programme of work, facilitated by the project to apply for DAE accreditation;
  - Support the NDA in issuing Nomination Letter.
- Ensure gender-inclusive private sector engagement with the GCF:
  - Contribute to the identification of private sector stakeholders to engage in the GCF process;
  - Support the analysis of the private sector stakeholders, their interest and needs and recommend gender sensitive approach for engagement;
  - Contribute to the strategy for private sector engagement;
  - Facilitate the private sector coordination with government agencies and other stakeholders in the GCF mechanisms and in climate finance;
- Provide policy support and capacity building for NEPA on gender equality:
  - Work closely with NEPA Gender sub-division to undertake analysis of gender considerations in climate change policies, institutional arrangements and programming in Afghanistan;
  - Provide technical advice, recommendations and analysis to ensure inclusion of women beneficiaries are considered both at policy level and implementation phase;
  - Ensure the developed climate change related policies and strategies deliberates rural women circumstances;
  - Review NEPA/stakeholder policies and provide advices on gender mainstreaming
  - Suggest capacity development trainings to enhance capacity of NEPA female employees;
  - Provide NEPA with guidelines and best practices to ensure that gender equality is considered within all climate change related activities;
  - Visit rural women in order to assure the suggested recommendations meeting the country cultural and social context;
  - Contribute to the project report including progress and terminal reports.

**Other Activities:**

- Perform any other related duties as may be his/her directed supervisor.

**MINIMUM REQUIREMENTS (TECHNICAL SKILLS AND QUALIFICATION)**

**Education:**

- Advanced university degree in gender, sociology, development studies, social science, or closely related fields.

**Work Experience and Additional Skills:**

- At least seven (7) years of professional experience gender mainstreaming, research, designing gender policies, strategies, guidelines, and training manuals and capacity development, stakeholder analysis and engagement;
- Practical experience in institutional capacity building and developing gender mainstreaming policies and training, preferably related to climate change adaptation/ mitigation, disaster risk reduction and/or rural development.

- Previous work experience with UN is an advantage.

#### **Technical/Functional Skills:**

- Sound knowledge of international gender equality standards, applied by the GCF, IFI and development partners;
- Sound knowledge of the governance structure in Afghanistan, policies, gender Framework, strategy and practices for stakeholder engagement;
- Track record of similar assignments, in the area of climate change is desirable;
- Track record of working experience with ministries, national and local institutions and horizontal and vertical coordination mechanisms in Afghanistan;
- Experience in multi stakeholder analysis, and developing gender mainstreaming policies and implementation frameworks;
- Experience in data collection, analysis and reporting related to stakeholder engagement and gender mainstreaming;
- Ability to effectively work with a wide range of stakeholders including state and non-state in multi-cultural, multi-ethnic environment with sensitivity with strong respect for diversity;
- Ability to deal with political, institutional, technical, and people management challenges involved in the project;
- Experience organizing stakeholder consultations, meetings or workshops with national participants;
- Proven experience in design and deliver training on stakeholder engagement and gender mainstreaming and training materials.
- Excellent interpersonal communications and coordination skills, and proven ability to work constructively with a variety of stakeholders to achieve common goals;
- Excellent report writing skills.
- Familiarity with environment and climate change management issues in Afghanistan, including the political, institutional and socio-economic contexts;
- Strong computer skills with extensive experience in word processing, spreadsheets, and other basic software applications;

#### **Other Desirable Skills:**

- Good understanding and familiarity with FAO and NEPA policies, financial and budget, administration and programming procedures;
- Experience organizing stakeholder meetings or workshops with national participants;
- Experience in multi-stakeholder analysis and mobilization.

#### **Language Skills:**

- Excellent knowledge of English and local languages (Pashto and Dari), both spoken and written skills.

#### **COMPETENCIES:**

- **Core competencies:** FAO core competencies include: Understanding FAO's mandate and its global context; planning, organizing, and delivering quality results; communicating to build understanding and support; working together in teams and partnerships; engaging in continuous learning.
- **Operational Effectiveness:** Working independently, structuring tasks, establishing priorities and adhering to deadlines. Show a high degree of accuracy and attention to detail. Contribute ideas and suggestions for process improvement.
- **Client Orientation:** Focus on results for the client. Attend to inquiries from internal and external clients in an effective, timely and courteous manner. Treat clients with courtesy and respect even when working under pressure. Express a high level of professionalism.
- **Interpersonal Communications and Teamwork:** Work effectively and efficiently with staff at all levels, listen to others and openly share own ideas. Express sensitivity, cultural empathy and respect for diversity. Productively handle differing views and opinions and strive for achievement of shared goals. Respond positively to feedback.
- **Knowledge Exchange and Learning:** Share own knowledge and promote a learning culture within the work environment. Actively work towards professional development, including personal learning. Apply newly acquired skills and support flexibility within the work environment.

**SUBMISSION GUIDELINE:**

Interested Afghan nationals should complete the FAO Personal History Form (PHF) and submit it along with their application letter and CV to the email address below, clearly mentioning the vacancy number and post title (**National Gender Specialist - FAO/KBL/PRJ/SC/03-2021**) in the subject line of the email, otherwise your email will not be considered for further process.

[FAOAF-vacancies@fao.org](mailto:FAOAF-vacancies@fao.org)

**NOTE:** Applicant who failed to attach the FAO Personal History Form (PHF) to their Application will not be considered for further process.

The above required documents can also be submitted in writing (marked "Confidential" and clearly indicating on the sealed envelope the Vacancy Announcement number and position title) to: the Assistant FAO Representative (Administration), FAO Representation, Ministry of Agriculture, Irrigation and Livestock, Jamal Mina, Opposite Kabul University, Kabul, Afghanistan.

The FAO PH Form can be downloaded using the following internet link:

<http://www.acbar.org/applicationform>

The last date for receiving applications is **04 March 2021**. Please note that applications received after closing date will not be given consideration. Only short listed candidates whose applications respond to the above criteria will be contacted for test/interview.

**GENERAL INFORMATION:**

- FAO is committed to achieving workforce gender diversity
- Qualified females are strongly encouraged to apply
- People with disabilities are equally encouraged to apply
- All applications will be treated with the strictest confidentiality
- The incumbent may be re-assigned to different activities and/or duty stations depending on the evolving needs of the Organization
- Candidates endorsed in the selection process for this vacancy announcement will be considered for the FAO NSHR Roster for a period of two years. The Roster is used to fill other similar positions at the same or lower grade, and in the same or another duty station inside the country;
- FAO reserves the right not to make an appointment, to make an appointment at a lower grade, or to make an appointment with a modified job description.
- Please note that all candidates should adhere to FAO Values of Commitment to FAO, Respect for All and Integrity and Transparency.

**ADDITIONAL NOTES:**

- FAO does not charge a fee at any stage of the recruitment process (application, interview meeting, processing).
- Only shortlisted candidates will be contacted for the interview/test.
- Application received after closing date will not be given consideration.
- Please make sure to sign the first page of your PHF while applying for the vacant post.
- Do not forget to write the post title and VA number on subject of your email.
- Candidates may be requested to provide performance assessments;
- Email will only be sent to the interviewed candidates.

**Qualified female candidates are highly encouraged to apply!**