

Position Specification

International Fund for Agricultural Development (IFAD)

Associate Vice President, External Relations and
Governance

Position Specification

The International Fund for Agricultural Development (IFAD): Background and Context

The International Fund for Agricultural Development (IFAD) intends to appoint a candidate to the newly created position of Associate Vice President, External Relations and Governance.

IFAD is an international financial institution (IFI) and a specialised Agency of the United Nations that was established in 1977 as one of the major outcomes of the 1974 World Food Conference. This unique identity allows IFAD to consistently deliver results on the ground and in the policy arena that benefit rural communities.

IFAD's mission is enabling poor rural people to improve their food security and nutrition, raise their incomes, and strengthen their resilience. To achieve these goals, IFAD develops and finances programmes and projects aimed at increasing agricultural productivity and incomes and reducing rural poverty.

IFAD provides low-interest loans and grants to developing countries and mobilizes co-financing from Member States, developing countries and project participants themselves. IFAD has mobilized around US\$26.1 billion and contributed an additional US\$18.5 billion to agriculture and rural development. They support programs and projects that are inclusive of women, youth and indigenous peoples. The bottom-up approach is community-driven. Small-scale agriculture is central to IFAD's model. IFAD's investments reduce poverty by 5.6-9.9% (compared with 3-7% for cash transfer programs).

IFAD's headquarters is in Rome, Italy, but it has offices in 49 countries and finances programmes and projects in more than 90 countries. There are currently 211 ongoing programmes and projects. In 2016, IFAD successfully trained two million people in crop production practices and technologies; where 52 per cent were women, 16,000 kilometres of roads constructed or repaired, 1 million people trained in business and entrepreneurship, 50 per cent of people receiving services from IFAD-supported projects were women.

Going forward, Smallholder agriculture and rural development programs will remain at the heart of IFAD's business, as it works to build the capacity, productivity and market participation of poor rural people, using approaches that promote economic and social empowerment. IFAD will also continue to focus on vulnerable and marginalized rural groups such as women, youth and indigenous peoples.

As outlined in IFAD's Strategic Framework 2016-2025 (for a summary see Appendix A), the overarching development goal will be to invest in rural people to enable them to overcome poverty and achieve food security through remunerative, sustainable and resilient livelihoods.

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Sustainable Development Goals

IFAD's work will contribute significantly to Sustainable Development Goal (SDG) 1 and 2, as well as to SDGs 5, 8, 10, 13, and 15.



IFAD's Areas of thematic focus

In order to increase poor rural people's productive capacities, IFAD's strategy is to focus on the following thematic focuses'.

Access to natural resources

IFAD will promote secure tenure and equitable rights to, and governance of, land, territories and water, by designing programmes that directly address issues of access and tenure and promoting policies at the national and international levels that establish secure resource access as a central tenet of rural transformation.

Access to agricultural technologies and production services

Increased focus will be placed on the targeted introduction of modern inputs, combined with good agricultural practices, to spur significant improvement in smallholder agriculture productivity. This will be complemented by continued strong support for investment in pro-poor agricultural research that brings concrete benefits to smallholder farmers, to be advanced principally through IFAD's grants programme and in collaboration with a wide range of partners, national and international, in the agricultural research realm.

Inclusive financial services

IFAD will continue to support rural finance with the overall aim of expanding and deepening the access of rural people to financial services, and increasing the outreach, competitiveness, cost-effectiveness, and sustainability of rural financial institutions.

Nutrition

Agricultural productivity growth alone is not sufficient to generate improved nutritional outcomes. IFAD's country programmes and projects will systematically promote the availability, accessibility, affordability and consumption of diverse, nutritious foods (including bio fortified crops with higher nutrient value). IFAD's programmes will also work to raise nutrition knowledge and education.

Diversified rural enterprise and employment opportunities

IFAD works to strengthen mutually beneficial partnerships between the public sector, the private sector and small rural producers. IFAD seeks to leverage private- and public-sector investment to create new markets for smallholder farmers' produce and for other rural people in related services such as input provision, processing, marketing, transportation, or equipment supply and maintenance.

Rural investment environment

IFAD country programmes will increasingly include policy engagement to improve rural investment environments as part of their specific objectives, and facilitate multi stakeholder platforms in which all actors, including from the private sector, discuss and agree on the key issues involved in improving the investment climate for small-scale rural producers and other rural entrepreneurs.

Rural producers' organizations

IFAD will assist farmers' organizations in achieving economies of scale for procuring inputs, technologies and services; reducing produce collection and transaction costs; enhancing value added through processing and better handling/ storage; and overcoming asymmetrical relationships in value chains. IFAD will continue to actively promote the capacity of farmers' organizations to take part in policy, institutional and programming processes at the local, national and international level that affect agriculture and rural economies.

Rural infrastructure

IFAD's focus, in collaboration with public and private partners, will be on improving and effectively managing basic infrastructure linked to rural production systems: constructing or rehabilitating irrigation and water management systems, tertiary roads, local energy generation, and upgrading of storage facilities and warehouses (critical to reducing post-harvest losses, mitigating the incidence and impact of local food price volatility, and decreasing pressure for more food production).

Environmental sustainability

IFAD will expand its support for the development, dissemination and uptake of improved agricultural technologies and practices that raise the productivity, sustainability and resilience of smallholder production systems. Its interventions will focus on addressing four main sources of threat: resource degradation, pollution, loss of habitat and biodiversity, and natural hazards. In this vein, IFAD will pursue "multiple-benefit" approaches that simultaneously enhance biodiversity, increase agricultural productivity and lower greenhouse gas emissions from the agriculture sector while contributing to poverty reduction.

Climate change

Over the strategic framework period (2016-2025), IFAD's objective is to reach 100 per cent climate mainstreaming, making it arguably one of the most advanced IFIs on climate integration. IFAD will continue to expand the promotion of climate-resilient agricultural practices, and in so doing, also enhance its contribution to the realization of carbon sequestration benefits.

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Impact of IFAD's investment

During the period 2010 to 2015, IFAD reached an estimated 139 million people, of whom:

- 43.2 million increased their agricultural revenue
- 28.8 million increased their ownership of poultry
- 22.8 million increased their livestock assets
- 11 million had more diverse diets
- 11.6 million women gained from gender empowerment initiatives
- 24 million people moved out of poverty

Further information:

IFAD external website

<https://www.ifad.org/>

IFAD Strategic Framework 2016-2025

<https://www.ifad.org/documents/10180/edb9b9d4-664e-42dc-a31e-db096e6a71b5>

Key Functions

- Reporting directly into the President of IFAD, the AVP, External Relations and Governance will be responsible for planning, organizing, coordinating and leading the activities of the department. The AVP will be responsible for three Divisions (the Communications Division (COM), the Partnership and Resource Mobilization Division (PRM) and the Office of the Secretary (SEC Division) and will work collaboratively and collegiately across IFAD to achieve outcomes and results in line with IFAD's Strategic Plan
- Participates and contributes to IFAD's Executive Management Committee, helping to identify and implement strategic directions for the organization as a whole;
- Interact extensively with IFAD's Governing Council to leverage their expertise and networks to accomplish the organizations goals.
- Coordinates and updates organization-wide partnership strategy development, maintains, tracks and advises on key organizational partnerships, including in relation to the wider UN system; the EU, the World Bank and relevant multilateral and international organizations; Strategic partnerships with emerging economies; Other groups including civil society, the private sector, foundations and think tanks; and Develops new, innovative partnerships.
- Acts for the Vice President and President of IFAD when requested, including representing IFAD in the media.
- Manages and coordinates IFAD engagement in other inter-agency affairs and fora, representation at interagency meetings and UN inter-governmental fora,;
- Oversees and is responsible for the department's operations in financial, human resources, procurement and general administration.
- Performs other related duties as required by the President.

Communications Functions

- Supporting and working closely with the Director of IFAD's Communications Division (COM) to oversee the overall:
 - building of awareness and knowledge internationally about rural poverty and advocating for policies and resources to eliminate rural poverty;
 - strengthening of IFAD's 'brand' by building IFAD's international reputation as an effective partner in addressing rural poverty;
 - strengthening of IFAD's internal communications to ensure a strong connection between headquarters and the field to deepen the sense of ownership of IFAD's agenda as well as in the offering of communications training and guide to the handling of risks and crises.

Governance Function

- Supporting and working closely with the Secretary of IFAD's (SEC Division) to oversee the overall governance of IFAD by:
 - Establishing, building and effectively maintain relations with IFAD's Member States and its Representatives to the governing bodies;
 - Providing strategic leadership, innovation and management to the governance of IFAD in relation to policy development, program management and management of resources;
 - Working successfully internally across the governing bodies office, the member states liaison and protocol office and the conference and languages services with a range of specialists.

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- Developing appropriate metrics and processes, including independent evaluation processes, to measure and improve board and overall governance performance of IFAD.

Partnership and Resource Mobilization Function

- Supporting and working closely with the Director of IFAD's Partnership and Resource Mobilization Division (PRM) to oversee the overall:
 - Resource mobilization strategy for IFAD in driving successful resource mobilization efforts from government, foundations, corporate, and high-net-worth individual sources to meet the organizational funding requirements.
 - Providing a constant high-level strategic leadership on resource flow through the organization by cultivating and managing key relationships with various stakeholders.
 - Driving a viable long-term resource mobilization plan that includes a robust risk mitigation strategy;
 - Developing, advising on and regularly updating IFAD's corporate resource mobilization strategy and coordinates IFAD's resource mobilization efforts.

The Role

This newly created position of Associate Vice President (AVP), External Relations and Governance has been created to oversee and lead three critical parts of IFAD, namely communications, governance and partnership and resource mobilization. The Director of IFAD's Communications Division (COM), the Director, Partnership and Resource Mobilization Division (PRM) and the Secretary of IFAD (SEC Division) who runs the Governance of IFAD will all be direct reports into the AVP, External Relations and Governance.

Candidate Profile

Qualification and skills required

Academic qualifications and experience

- Advanced university degree (or Master's equivalent) in economics, management, business administration, diplomacy, communications, corporate governance, political sciences, international relations, international development, law or in any other relevant area.
- At least 20 years of professional experience including management experience within an international organisation, financial institution, and/or the United Nations system or in Government.

Languages and other skills

- Excellent written and verbal communication skills in English
- Working knowledge of another IFAD official language (Arabic, French or Spanish) is desirable.

Competencies

The successful candidate will need to demonstrate the following qualities

Setting Strategy

- Defines ambitious goals and establishes priorities, designing processes and managing projects and resources that align to achieve those goals.
- The inclination to seek and analyse data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- The ability to effectively balance the desire/need for broad change with an understanding of how much change the organization is capable of handling, to create realistic goals and implementation plans that are achievable and successful.

Executing for Results

- Experience of relevant partnership building with exposure, at a senior level, to board decision-making.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- A risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions; someone who takes smart risks.
- A leader who is viewed by others as having a high degree of integrity and forethought in his/her approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the organization.

Leading Teams

- A dynamic functional leader with a passion for external relations, communications, excellent governance and who understands the nexus of politics, resource mobilization, policy, advocacy and public relations.
- Strong and effective people management skills and leadership of a global function with teams across the world.
- Excellent interpersonal and communication skills, verbal and written with the ability to communicate in a compelling manner with individuals, as well as large groups across cultures.
- A leader who is self-reflective and aware of his/her own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

Relationships and Influence

- A builder of strong, productive personal and professional relationships and interconnected networks of people and organizations to build positive relationships and maintain a service orientation.
- Naturally connects with builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in his/her beliefs, and active drive.
- Encourages others to share the spotlight and visibly celebrates and supports the success of the team.

Other Information

This is a 2 year fixed term contract, subject to renewal.

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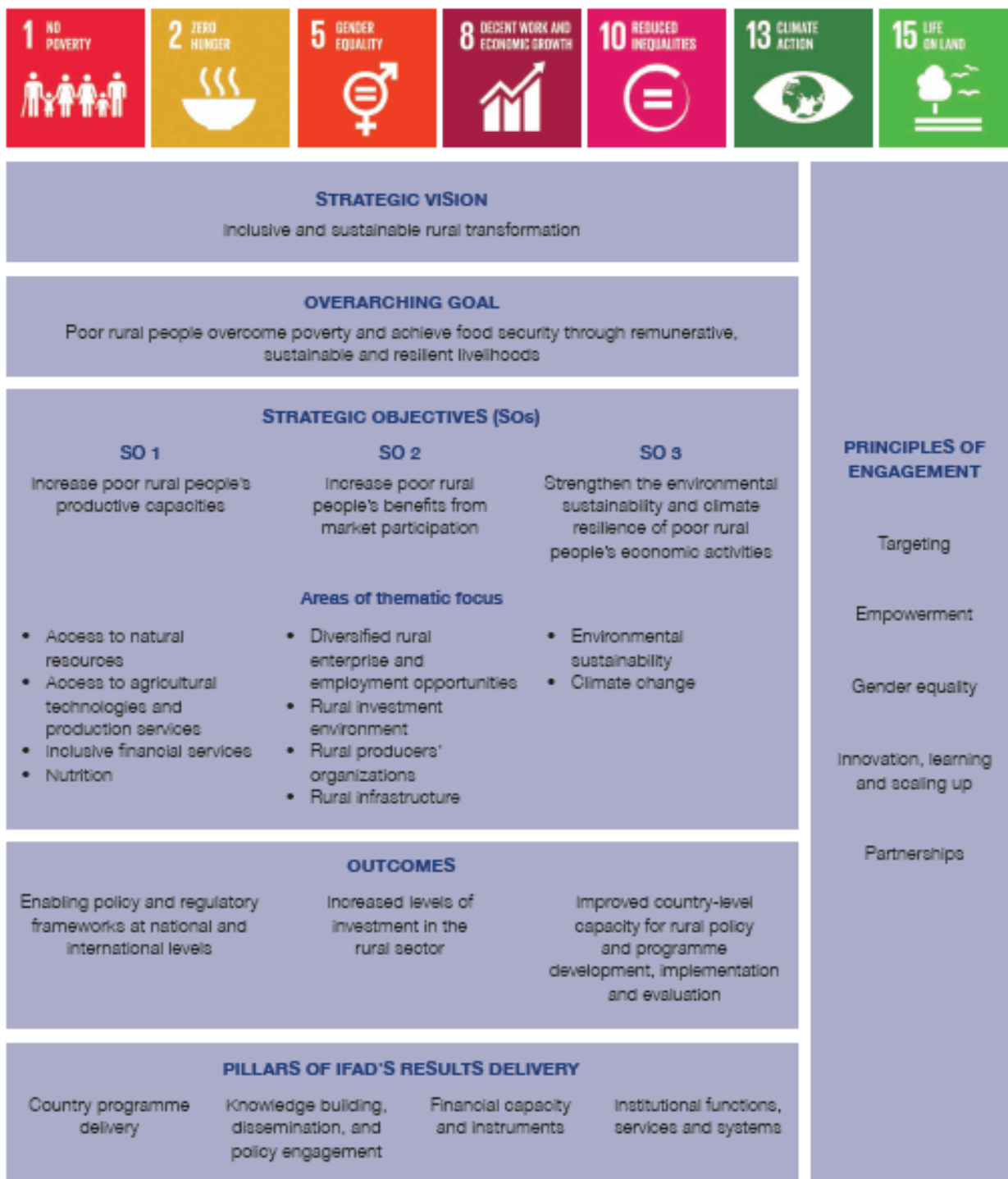
Applicants should note that IFAD staff members are international civil servants subject to the authority of the President of IFAD, and they may be assigned by him/her to any of the activities of IFAD, including field assignments and/or rotation within IFAD.

IFAD is committed to achieving diversity and is seeking a balanced workforce from IFAD's Member States. Women, in particular, are encouraged to apply.

Location

The AVP will be based in the IFAD office in Rome, Italy.

Appendix A – Overview of Strategic Framework



* IFAD's work will contribute significantly to Agenda 2030, particularly to SDGs 1 and 2, as well as to SDGs 5, 8, 10, 13, and 15.