

## **Position Specification**

International Fund for Agricultural Development (IFAD)

Associate Vice President – Programme Management  
Department

---

## Position Specification

---

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

The International Fund for Agricultural Development (IFAD) intends to appoint a new Associate Vice President of its Programme Management Department (PMD). The Associate Vice-President (AVP) manages the delivery of IFAD's programmes worldwide and leads a team at headquarters and in partner countries. This is a critical leadership role at the heart of the organisation.

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 leveraged around US\$26.1 billion and contributed an additional US\$18.5 billion for agriculture and rural development. They support programmes 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 per cent (compared with 3-7 per cent for cash transfer programmes).

IFAD's headquarters is in Rome, Italy, but has offices in 49 countries and finances programmes and projects in more than 90 countries. There are currently 211 ongoing programmes and projects. Last year in 2016, IFAD successfully trained 2 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 programmes 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.

### 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.

---

## Position Specification

---

### 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>

### The Role

Reporting directly to the President of IFAD, and as a member of the senior management team, the Associate Vice President (AVP) heads the Programme Management Department (PMD) of IFAD. The Department is responsible for developing and managing the programmes and projects that IFAD supports through loans and grants that has averaged \$1 billion a year in recent years.

The AVP has responsibility for directing and overseeing the programme of work of the Department, including the grants that IFAD makes to research institutions, civil society organisations, and farmers groups. The work of the Department is undertaken by five regional divisions, the Policy and Technical Advisory division (PTA) and the Environment and Climate Division (ECO). The seven divisions are managed by Directors. The 40 IFAD country offices (ICOs) also report to the Programme Management Department.

The AVP has overall responsibility for ensuring that country strategy papers (COSOPs) and individual projects proposed for IFAD financing by PMD divisions are of the highest quality and in line with IFAD's Strategic Framework.

As the Head of the Department, the AVP provides leadership to over 250 staff of the Department and ensures that high staff morale is maintained, paying particular attention to the staff of the Fund stationed in IFAD country offices. In this regard, the AVP has the overall responsibility for ensuring that the Department is adequately staffed with the requisite competencies and skills to deliver the annual operational programme of IFAD. The AVP is also responsible for the prudent and efficient management of the financial resources made available to the Department annually.

The AVP has the responsibility for developing and maintaining good relations with the developing countries that IFAD supports through its programme of loans and grants. In addition, the AVP is also responsible for developing and maintaining productive relations with partner institutions such as the Rome-based UN agencies (FAO and WFP), and other institutions, such as the IFIs, working in agricultural and rural development in developing countries.

As a member of the senior management team of IFAD, the AVP is expected to contribute to corporate and operational policy discussions and decisions of the Executive Management Committee (EMC), chaired by the President of IFAD and the Operations Management Committee (OMC), chaired by the Vice President.

### Main Duties and Responsibilities:

Under the direct supervision of the President of IFAD, the AVP:

- Manages the work of PMD Directors, hosted agency Directors and PMD staff;
- Oversees the development of the annual programme and budget of the Department in the context of IFAD's Medium Term Plan and IFAD's Strategic Framework;
- Oversees the development of country strategy programmes and the delivery of IFAD's annual lending and grant programmes;
- Oversees the supervision of the on-going IFAD portfolio of loan and grant supported projects;
- Develops and maintains good collaboration with key partner organisations;

---

## Position Specification

---

- Participates and contributes to IFAD's Executive Management Committee and the Operations Management Committee;
- Participates in IFAD public relations and outreach with the public, other donors, and client countries;
- Champions discussions and dialogue on agriculture and rural development policy issues in close collaboration with the Chief Development Strategist;
- Oversees the development of, and reporting on, IFAD's Results Measurement Framework;
- Acts for the VP and President of IFAD when requested;
- Performs other related duties as required by the President.

## **Candidate Profile**

### **Qualification and skills required**

#### ***Academic qualifications and experience***

- Advanced university degree in economics, management, business administration, or a related field;
- Substantive experience exceeding 15 years at an international level in an institution, which could include international finance institutions, UN agencies, or other development related organisations in the area of agriculture and rural development;
- Proven record in leadership and strategic management;
- Extensive and proven managerial experience with a focus on people management;
- Experience in working with tight deadlines with multiple priorities;
- Knowledge of inter-agency relations within the UN System and with international financial institutions is an asset.

#### **Languages and other skills**

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

### **Competencies:**

#### **The successful candidate will need to demonstrate the following qualities:**

##### **Setting Strategy**

- Acting as a champion for change, developing solutions to intractable challenges.
- A strong analytical mind and the ability to think strategically, setting clear priorities for PMD; and the ability to lead by example.
- The inclination to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the industry.

##### **Executing for Results**

- Capacity to promote ideas and optimal service practice to a multi-cultural diverse audience.
- The ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving results whilst also being comfortable with ambiguity and uncertainty.
- A grasp of detail and understanding of programme delivery, balanced by well-developed delegation and team management skills;
- A deep understanding of operational systems and how to execute them successfully, including excellent knowledge of techniques for planning, monitoring and controlling programmes.



---

## Position Specification

---

### Leading Teams

- Excellent management skills, of people and process. The AVP will be comfortable leading a team of diverse and exceptional professionals. S/he will be consultative, respectful, and transparent in decision-making;
- Creating opportunities for staff members to grow and develop and delegating responsibilities to staff or concerned offices.
- The ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as a strong developer of others.
- The ability to persevere in the face of challenges, and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.

### Relationships and Influence

- Strong diplomatic and communication skills, with the ability to negotiate skilfully and develop close and effective working relationships with internal and external clients. Ability to articulate and present convincingly. Capacity to promote ideas and optimal service practice to a multi-cultural diverse audience;
- Naturally connects with and 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.
- Creates a sense of purpose/meaning for the team that generates followership beyond his/her own personality and engages others to the greater purpose for the organization as a whole.

### Other Information

This is a 2 year fixed term contract, subject to renewal. A competitive remuneration and salary package at ASG level accompanies the role.

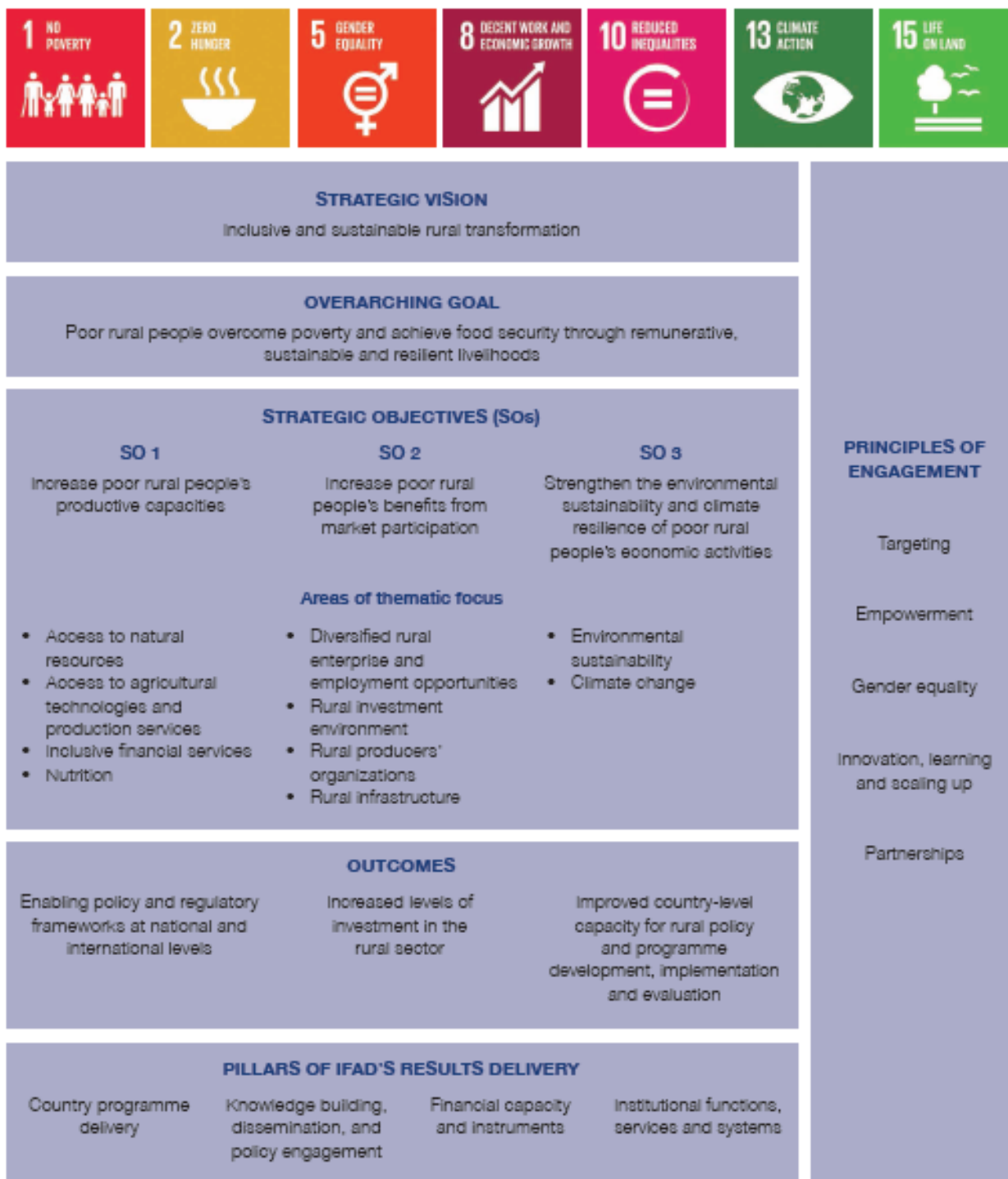
Applicants should note that IFAD staff members are international civil servants subject to the authority of the President of IFAD, and they may be assigned by him/her to any of the activities of IFAD, including field assignments and/or rotation within IFAD.

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.