

Job Title: Capacity Development&Roster Management Officer for the Global Food Security Cluster P4, Rome, Italy

Requisition ID **826916** - Posted - Limited Fixed Term - Europe, Western - Italy - Rome - (English) - EMERGENCY OPERATIONS

WFP celebrates and embraces diversity. It is committed to the principle of equal employment opportunity for all its employees. We encourage qualified candidates to apply irrespective of race, colour, national origin, ethnic or social background, genetic information, gender, gender identity and/or expression, sexual orientation, religion or belief, HIV status or disability.

Are you an **Capacity Development & Roster Management Officer** interested in further developing your professional experience while contributing to ending global hunger? Are you passionate about helping those in need? Would you like to join a global organisation investing in its people?

If so, an exciting & fulfilling career awaits you!!! Join our diverse and passionate team that works on varied and international projects directly contributing to saving & changing millions of lives around the globe.

DEADLINE FOR APPLICATIONS

Applications must be submitted by **Sunday, May 28th, 2023 (11:59 PM CET)**.

WHO WE ARE

The United Nations World Food Programme (WFP) , a highly prestigious, reputable & world's largest humanitarian organization, operating in more than 120 countries and territories, bringing life-saving assistance in emergencies, building pathways to peace, stability and prosperity for people recovering from conflict, disasters and the impact of climate change and supporting sustainable and resilient livelihoods for a world with zero hunger.

At WFP, people are at the heart of everything we do and the vision of the future WFP workforce is one of diverse, committed, skilled, and high performing teams, selected on merit, operating in a healthy and inclusive work environment, living WFP's values (Integrity, Collaboration, Commitment, Humanity, and Inclusion) and working with partners to save and change the lives of those WFP serves.

To learn more about WFP, visit our website: <https://www.wfp.org/> and follow us on social media to keep up with our latest news: YouTube, [LinkedIn](#), [Instagram](#), [Facebook](#), [Twitter](#).

WHY JOIN US?

- WFP is a 2020 Nobel Peace Prize Laureate
- WFP offers a highly inclusive, diverse and multicultural working environment
- WFP invests in the personal & professional development of its employees through a range of trainings, accreditation, coaching, mentorship and other programs as well as through internal mobility opportunities
- A career path in WFP provides an exciting opportunity to work across various country, regional and global offices around the world, and with passionate colleagues who work tirelessly to ensure that effective humanitarian assistance reaches millions of people across the globe
- We offer attractive compensation package (please refer to Terms and Conditions section)

ORGANIZATIONAL CONTEXT

The Food Security Cluster (FSC) has been established globally to coordinate the food security response during a humanitarian crisis. The FSC was established by the Interagency Standing Committee (IASC) and is co- led by the Food and Agricultural Organization (FAO) of the United Nations and the World Food Programme (WFP) with accountability to the Humanitarian Coordinator (HC), through the Cluster Lead Agency (WFP and FAO), as well as to national authorities and to people affected by the crisis.

At the **global level**, the global FSC (gFSC), based in Rome, is responsible for strengthening system-wide preparedness and providing technical capacity to respond to humanitarian emergencies. The gFSC supports and guides the field level Food Security Clusters in strengthening the coordination, advocacy, and monitoring of the food security response. Support is provided in the form of technical guidance and through field/support missions.

At the **country level**, the FSC ensures that the activities of partners are coordinated and harmonized. Where required, country-level clusters can be established at the onset of a disaster and may or may not remain following the initial phases of response based on in-country assessment of continued need.

The devastatingly high levels of acute food insecurity in multiple countries and the increasing complexity of humanitarian crises, as a result of conflict, climate crisis, the socio-economic implications of the COVID pandemic crisis, as well as the increased food, fuel and fertilizers costs has exacerbated food insecurity worldwide, calling for IASC system-wide scale-ups and cluster activations, and increasing the pressure to fill critical coordination roles and the need for the gFSC to step in.

THE ROLE

The role of the FSC cluster aims to strengthen system-wide preparedness and technical capacity to respond to humanitarian emergencies by ensuring that predictable leadership leads to effective humanitarian response.

This position is for two years with the objective to build a Food Security Cluster roster management and training package in support of the IASC coordination mechanism.

KEY ACCOUNTABILITIES (not all-inclusive)

Strategy development:

1. In collaboration with WFP Human Resources and in line with WFP/EME organizational strategy, the gFSC 2023-2025 strategic plan, and the practical realities of operating in the field, establish a global Food Security Cluster (gFSC) surge and/or support, and capacity development strategy.
2. Provide strategic and technical advice to the WFP gFSC Global Coordinator to build and manage talent within / for the FSC, and thus developing a high caliber workforce to deliver business objectives.

Implementation

1. Build the gFSC surge and/or support, and capacity development team, leading the design, planning and implementation of gFSC roster initiatives and systems to meet gFSC objectives and in support of the IASC.
2. Oversee and advice the development of functional trainings, based on the IASC Reference Module for cluster coordination.

Learning:

1. Maintain and share knowledge of external business developments, and where appropriate amend/design gFSC systems and activities in order to drive a culture of improvement, including through lessons learned exercises.
2. Define a methodology to continually assess the delivery, results, and impact of gFSC capacity development initiatives, both individually and at a global level.

Collaboration and partnerships:

1. Build solid cross-functional relationships with other team leads within the Cluster and with relevant departments and staff in EME and WFP at large. Partner with other surge and/or support and capacity development managers to achieve efficiency, coordination, complementarity and coherence to corporate requirements.
2. Enhance gFSC contributions in different inter-agency forums such as the Inter-Agency Standing Committee (IASC), on subjects related to cluster coordination, trainings and surge and/or support through direct participation, briefings, information products and other materials.

Analytics and Reports

1. Oversee the consolidation and analysis of data and information, identifying trends/potential issues, presenting recommendations and influencing managers to tackle complex problems.

QUALIFICATIONS & KEY REQUIREMENTS

Education:

- Advanced University degree in food security, economics, politics, international relations or related field.

Professional Experience:

- 8 or more years of postgraduate professional experience in Emergency and Operations in a variety of humanitarian contexts.
- Experience in working with international coordination systems, as well as exposure to the Inter-Agency Standing Committee (IASC) cluster approach.
- Experience in managing a team with varied areas of expertise, and in complex project management, and / or implementation of change initiatives.
- Specific Food Security Cluster experience or Cluster experience would be an advantage.

Language:

- Fluency (level C) in English language is required.
- Intermediate knowledge (level B) of a second official UN language: Arabic French, Spanish, and/or Portuguese (a WFP working language) is desired.

MORE ABOUT YOU

- Solid understanding of food security operations and coordination requirements.
- Project management skills.
- Good communication skills with the ability to persuade, influence, negotiate with the wide range of key stakeholders and adapt communication style to different situations.
- Ability to meet tight deadlines and work under pressure with minimum supervision and as part of a team.
- Knowledge of, or the ability to quickly assimilate, UN/WFP and gFSC specific processes and systems.
- Knowledge of digital solutions for talent acquisition and capacity development would be an advantage.

WFP LEADERSHIP FRAMEWORK

These are the common standards of behaviour that guide HOW we work together to accomplish our mission.

Leads by Example with Integrity	Drives Results and Delivers on Commitments	Fosters Inclusive and Collaborative Teamwork	Applies Strategic Thinking	Builds and Maintains Sustainable Partnerships
Lives the WFP values and shows humanity and integrity by role modelling care for others	Delivers on commitments and adapts readily to change	Is inclusive and collaborative , and contributes to a culture of learning and personal growth	Demonstrates commitment to gather perspectives, analyse options and risks, and propose new ways of doing things	Builds and nurtures external partnerships and collaborates with partners to deliver common objectives

TERMS AND CONDITIONS

This is an International Professional position and is open to all nationalities.

Limited Fixed-Term Appointment (LFT) position is a non-mobile staff appointment in the international professional category for a limited period for up to 2 years, initially. Incumbents of LFT positions are not eligible to apply for other mobile positions advertised internally through the Reassignment.

WFP offers an attractive compensation and benefits package in line with ICSC standards (<http://icsc.un.org>) including basic salary, post adjustment, relocation entitlement, visa, travel and shipment allowances, 30 days' annual leave, home leave, an education grant for dependent children, a pension plan, and medical insurance.

The selected candidate will be required to relocate to Rome, Italy to take up this assignment.

REMINDERS BEFORE YOU SUBMIT YOUR APPLICATION

- We strongly recommend that your profile is accurate, complete and includes your employment records, academic qualifications, language skills and UN Grade (if applicable)
- Once your profile is completed, please apply, and submit your application
- Please make sure you upload your **professional CV in the English language**
- Kindly note the only documents you will need to submit at this time are your CV and Cover Letter
- Additional documents such as passport, recommendation letters, academic certificates, etc. may potentially be requested at a future time

- Please contact us at wfprecruitment@wfp.org in case you face any challenges with submitting your application
- Only shortlisted candidates will be notified

WFP has a zero-tolerance approach to conduct such as fraud, sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. All selected candidates will be expected to adhere to WFP's standards of conduct and will therefore undergo rigorous background verification internally or through third parties. Selected candidates will also be required to provide additional information as part of the verification exercise. Misrepresentation of information provided during the recruitment process may lead to disqualification or termination of employment

WFP will not request payment at any stage of the recruitment process including at the offer stage. Any requests for payment should be refused and reported to local law enforcement authorities for appropriate action.