

TERMS OF REFERENCE

Position Title: Junior Professional Officer (JPO) Technical Analyst, Land Tenure	Organization: International Fund for Agricultural Development (IFAD) and International Land Coalition (ILC)
Grade: P2	Duty Station: IFAD Headquarters, Rome, Italy
Contract type: Fixed-term appointment (JPO)	Duration: Up to two years with the possibility to extend for a third year. Probation period: 1 year
Department: Strategy and Knowledge Department (SKD) and the Programme Management Department (PMD)	Division/Unit: 1 year IFAD Sustainable Productions, Markets and Institutions Division (PMI)/Land Tenure/Food Security and Farming Systems Unit 1 year assigned by IFAD to the ILC Secretariat (hosted by IFAD)

1. Organisational Context

The International Fund for Agricultural Development (IFAD) is an international financial institution and a specialized United Nations agency dedicated to eradicating poverty and hunger in rural areas of developing countries. IFAD recognizes that securing the land and natural resources rights of poor rural people is key to eradicate poverty and support food security.

In 2008 IFAD's Board approved the Fund's policy on "Improving access to land and tenure security" and since then the Sustainable Productions, Markets and Institutions Division's (PMI) Land Tenure desk has been developing operational tools to provide guidance for its interventions.

IFAD has been a key partner in the formulation and application of both the Africa Framework and Guidelines on Land Policy in Africa and the Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests (VGGTs) and in the integration of land-related indicators into the Sustainable Development Goals.

The International Land Coalition (ILC) is a global alliance of civil society and intergovernmental organizations working together to put people at the center of land governance. The shared goal of ILC's over 200 members is to realize secure land and natural resource rights for women, men and communities who live on and from the land.

ILC's country level work is implemented through its National Engagement Strategies (NES), through which the ILC supports the strengthening of existing or setting up of new multi-stakeholder national land policy platforms and joint strategies. NES platforms reflect the diversity of ILC's membership, and also include non-member organizations who share a common agenda.

IFAD is a founding member of ILC, and hosts the Secretariat. IFAD and the ILC network, with the facilitation of the ILC Secretariat, have partnered around several thematic, global, regional and country initiatives to promote inclusive land governance, mostly through ILC supported multi-stakeholder platforms on land in the context of IFAD-supported projects. Both IFAD and the ILC secretariat recognize the significant opportunity to expand this collaboration, for mutual benefit. In particular, IFAD-supported projects provide opportunities to expand multi-stakeholder involvement in demonstrating alternative approaches to land governance and policy dialogue towards systemic and sustainable transformation for people-centred land governance.

Within this framework, the Junior Professional Officer (JPO) will support the IFAD Land Tenure Desk and the ILC Secretariat to develop a pipeline of concrete opportunities to systematize the collaboration between IFAD country teams, its partners, the ILC Secretariat, ILC Regional Coordination Units, ILC-supported platforms, international members (eg: FAO, GLTN, UNCCD) and other key partners (the Global Donor Working Group on Land, among others).

2. Management and supervision.

Direct supervisors:

IFAD Lead Technical Specialist, Land Tenure (first year)

ILC Secretariat Lead Technical Specialist, Operations and Network Coordination (second year)

Content and methodology of supervision:

The JPO will support joint initiatives between IFAD-supported projects and the network of the ILC. As such, the JPO will jointly report to a supervisor in IFAD and to a supervisor in the ILC secretariat. The role of primary supervisor will rotate on an annual basis between IFAD and ILC, starting with IFAD for the first year.

At the beginning of the assignment, annual objectives and a work plan will be developed through joint agreement with IFAD's Land Tenure Desk and the ILC Secretariat. The candidate will liaise closely with IFAD regional divisions and ILC regional coordinators and members, and will prepare an annual work plan agreed by both supervisors. Regular meetings will monitor and reorient his/her work. Mid-year and annual reviews will assess performance and plan subsequent periods.

3. Purpose of the position

The JPO will assist in identifying and building collaboration between IFAD-supported projects and ILC-supported platforms, where there is scope for mutual benefit. Partnership-building will cover a full range of opportunities, including:

- a) Identify themes with high potential for joint programming, and contribute to the formulation and resource mobilisation of joint IFAD-ILC initiatives;
- b) Coordinate the development of at least six medium to long term country-level collaborative initiatives where there is convergence between IFAD-supported projects and strategies of ILC-supported platforms.
- c) Provide substantive contribution on Monitoring and Evaluation, knowledge management, and the rolling-out of innovative tools to improve tenure security and the livelihoods of the rural poor.

The JPO will be stationed at the IFAD Headquarters in Rome. Depending on work requirements and budget availability, there may be the possibility to spend periods of the assignment hosted by IFAD Country Offices, ILC Regional Coordination Units, and/or ILC members.

4. Duties and Responsibilities

The JPO will support the IFAD Land Tenure desk and the ILC Secretariat in strengthening collaboration on land policy engagement, and program implementation especially at country level.

The JPO's specific tasks will include:

- Analyse IFAD's portfolio and ILC-supported initiatives (in particular of NES platforms) to identify opportunities to develop collaboration and joint programming between IFAD Country Offices, IFAD-supported projects and programmes, ILC-supported multi-stakeholder platforms, and other global members of ILC.
- Support ILC members, IFAD and ILC Regional Coordination Units to develop joint programming in the context of specific IFAD projects.
- Develop proposals for grant-funding for selected joint initiatives, and manage those that are successful.
- Undertake field missions to facilitate partnership building, collaboration and policy dialogue at country level.
- Facilitate the involvement of other international (inter-governmental and civil society) members of ILC in multi-stakeholder processes on land governance, so as to promote their reach, institutionalisation and sustainability.

- Support the engagement of key government officials involved in joint programming and land policy processes in the opportunities provided by the ILC network, including the NES Community of Practice, learning exchanges, etc.
- Document lessons learnt from IFAD-ILC policy engagement to inform the ILC database of good practices and IFAD Rural Solutions Portal, and promote the dissemination and uptake of good practices within relevant Communities of Practices, and implementing partners at country, regional and international levels.
- Serve as IFAD focal point in the ILC-support NES Community of Practice, participating actively in regular assessments of NES performance, to enhance NESs capabilities
- Support the linkage of joint IFAD-ILC initiatives with IFAD and ILC programming in relation to the VGGTs, SDGs, and Africa Land Policy framework and Guidelines
- Support the use of the IFAD Land Desk pool of expertise and the ILC competency map in identifying opportunities for ILC members to provide technical support to IFAD operations (design, implementation, supervision, country strategy formulation, etc.).

5. Qualifications and Skills Required

Education and experience

- An advanced university degree or equivalent in a land governance-related field is required.
- At least two (2) years' progressively responsible professional experience in development initiatives, particularly in the context of human rights. Experience working on initiatives of land governance and knowledge of land use planning and natural resource management will be considered an advantage.

Technical/functional competencies

- Ability to formulate strategies, concepts and policy papers; ability to review and analyze information from diverse sources;
- Ability to understand and facilitate network dynamics, including multi-stakeholder platforms and inter-institutional collaboration.
- Excellent planning and organizing skills, ability to set high standards for quality of work and to achieve project goals consistently;
- Ability to apply technical expertise and high interest in learning and researching;
- Good written, computer literacy and oral communication skills
- Strong interpersonal skills for building partnerships

Languages and other skills

- Full command of English: outstanding written and verbal communication skills, the ability to set out a coherent argument in English in presentations and group interactions. Full Knowledge of another official IFAD/ILC language (Arabic, French or Spanish) is mandatory.
- Willing to learn and adapt to IFAD and ILC vision and values, be self-motivated and able to take initiative when opportunities arise and eventually be in a position to assist in managing the work of others.

6. Learning Elements

At the end of the assignment, the JPO will have:

- An enhanced experience in working on land governance issues and strategies to bring about sustainable and systemic change to entrenched development challenges.
- A comprehensive understanding of IFAD and ILC operations and programmes worldwide.
- Field exposure across a broad spectrum of country contexts.
- Exposure to the diverse institutions and strategies of the remarkable organisations that make up the ILC network, as well as to the governments with whom they engage
- Experience in working effectively in a multi-cultural work environment.