



Issued on: 31 May 2012

Deadline For Application: 28 June 2012

POSITION TITLE:	<b>Senior Gender, Equity and Rural Employment Officer</b>	GRADE LEVEL:	<b>P-5</b>
ORGANIZATIONAL UNIT:	<b>Regional Office for Asia and the Pacific</b> RAP	DUTY STATION:	<b>Bangkok, Thailand</b>
		DURATION *:	<b>Fixed Term: 3 years</b>
		POST CODE/N <sup>o</sup> :	<b>(Unidentified)</b>
		CCOG CODE:	<b>1E</b>

**Applications from qualified women as well as from qualified nationals of non-and under-represented member countries are encouraged**  
**Persons with disabilities are equally encouraged to apply**  
**All applications will be treated with the strictest confidence**

#### DUTIES AND RESPONSIBILITIES

Under the overall managerial and administrative supervision of the Assistant Director-General, RAP, and the technical guidance of the Director, ESW, in close collaboration with a network of all the FAO regional gender experts and Gender Focal Points (GFPs) and the Gender, Equity and Rural Employment Division (ESW), plan and co-ordinate the implementation of and provide technical support to the integration of gender, equity and rural employment dimensions into FAO's overall programme in the region. In particular, the incumbent will:

- act as regional gender focal point and develop and monitor a regional strategy for FAO's support to the incorporation of gender, equity, and rural employment concerns into agriculture and rural development policies, programmes and projects in Asian and Pacific member countries, taking into account regional priorities expressed in regional policy instruments in order to contribute to reduction of poverty and hunger and FAO global policy positions and tools;
- provide guidance and technical support for capacity building of FAORAP staff and FAO members and regional economic bodies to assess needs, undertake socio-economic and gender analysis, collect and analyze sex-disaggregated data, and carry out gender and equity differentiated research and impact analysis of current agricultural and rural development policies, programmes, and institutions;
- lead technical support to the interdivisional working group in RAP in the implementation of FAO's strategic objectives related to gender equality in access to resources, goods, services and decision-making in rural areas, institution strengthening to support smallholders, and rural employment, developing specific proposals to strengthen the achievement of these objectives in the different programmes implemented by FAO in the region;
- provide policy guidance and technical support to Member countries in support of the Organization's work on the gender, equity and rural employment in various areas of FAO's work such as aspects of population issues (migration, aging, youth), agriculture, livestock and trans-boundary diseases (HIV/AIDS, avian influenza, etc), and trade (non traditional agricultural exports) in the region; contribute to FAO websites, policy briefs, reports, and databases related to gender, equity and rural employment issues.
- contribute to the formulation of Country Programme Frameworks (CPFs), identification/formulation of programmes and projects and/or provision of policy and technical advisory services to support the integration of rural gender issues within UN joint programmes, one UN country programme and other UN country policies and programmes;
- provide policy advice to member countries and regional bodies in the analysis, implementation and monitoring of policies and programmes for promoting gender equity and employment in rural development strategies; network with institutions working with rural women in the Region by promoting and facilitating the exchange of experience and information among organizations working with the rural sector;
- support the establishment and functioning of a regional network of Gender Focal Point (GFP) comprising sub-regional and selected country offices and help to consolidate a network or database of gender experts in the region capable of sustainably developing member States capacities to integrate gender equality issue in their policies, programmes, and projects;
- liaise and maintain close collaboration with other international institutions in the RAP Region, including UN Programmes and the UN Interagency Technical Working Group on Gender, ESCAP, ADB, NGOs, small farmers federations, women's and youth groups, workers unions and cooperatives to strengthen the participation and influence of rural women and food insecure groups in policy processes and to ensure complementary efforts in provision of technical assistance to relevant programmes and projects for the enhancement of gender, equity, and rural employment in agriculture and rural development.
- represent FAO/RAP at major interagency and regional meetings and seminars on gender, social equity and rural employment issues in agriculture, forestry and fisheries in the region.
- perform other related duties as required.

#### MINIMUM REQUIREMENTS

*Candidates should meet the following:*

- Advanced university degree in Economics, Social Sciences, Rural Development, or other related disciplines, including formal training in quantitative analysis
- Ten years of relevant experience in the planning and management of social equity policies and programmes, with a special focus on gender responsive policies, programmes and analyses in agriculture and rural development and some experience with rural labour issues
- Working knowledge of English and limited knowledge of one of the other official languages of FAO (Arabic, Chinese, French, Russian, Spanish)

#### SELECTION CRITERIA

Candidates will be assessed against the following:

- Relevance of experience with policy formulation/assistance in the fields of gender, social equity, and rural employment related to agriculture and rural development
- Extent of relevant experience in the formulation, monitoring and evaluation of sustainable rural development projects, including some relevant project management field experience in the Asia and Pacific region
- Extent of experience in capacity development and institution building, including ability to organize and conduct technical meetings and training sessions
- Level and relevance of academic qualifications
- Demonstrated ability to set up and guide socio-economic research, including in the generation and analysis of gender-disaggregated statistics and data
- Excellent oral and written communication skills in English (including ability to write clear and concise publications and reports)
- Demonstrated capacity for teamwork and ability to develop and maintain partnership with other units and organizations
- Knowledge of other languages spoken in the Asia and Pacific region is an asset

*Please note that all candidates should possess computer/word processing skills and should be capable of working with people of different national and cultural backgrounds.*

*\* The length of appointment for internal FAO candidates will be established in accordance with applicable policies pertaining to the extension of appointments*

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#### **REMUNERATION**

A competitive compensation and benefits package is offered. For information on UN salaries, allowances and benefits, click on the following link: <http://icsc.un.org/>

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To apply: visit the iRecruitment website at

<http://www.fao.org/employment/irecruitment-access/>

and complete the on-line application

**In order for your candidature to be properly evaluated, please ensure to complete the on-line application in all sections.**

Please note that FAO staff members are international civil servants subject to the authority of the Director-General and may be assigned to any activities or office of the organization.

**FAO IS A NON-SMOKING ENVIRONMENT**