



VACANCY ANNOUNCEMENT: ADVISOR, AGRICULTURE AND FOOD SYSTEMS **VA/AUDANEPAD/24/41**

The African Union (AU) established as a unique Pan African continental body, is charged with spearheading Africa's rapid integration and sustainable development by promoting unity, solidarity, cohesion and cooperation among the peoples of Africa and African States as well as developing a new partnership worldwide. Its Headquarters is located in Addis Ababa, capital city of Ethiopia.

The New Partnership for Africa's Development (NEPAD) is a programme of the African Union adopted in 2001 in Lusaka, Zambia, aimed primarily at poverty alleviation and promotion of economic growth and sustainable development in Africa. As a consequence of the integration of NEPAD into the structures and processes of the African Union, the NEPAD Planning and Coordinating Agency (NPCA) has been established by the Decision of the 14th AU Assembly of February 2010 as the technical body of the African Union, in replacement of the NEPAD Secretariat.

NEPAD Agency transformed into the African Union Development Agency. The aim of the African Union reforms is to streamline and improve effectiveness and efficiency in delivering the implementation of AU decisions, policies and programmes across all AU organs and institutions. One of the recommendations of the reforms is to transform the technical body of the AU, the NEPAD Agency into the African Union Development Agency (AUDA-NEPAD). The decision was made during the 31st Ordinary Session of the Assembly of African Union Heads of State and Government in Nouakchott, Mauritania, African Heads of State and Government, in July 2018.

AUDA-NEPAD is an African-owned and led continental agency, spearheading Agenda 2063. The decision on the African Union Development Agency is an affirmation by Member States of their commitment to own an instrument that will champion development support to countries and regional bodies in advancing their priorities through the implementation of Agenda 2063.

1. To coordinate and execute priority regional and continental projects to promote regional integration towards the accelerated realisation of Agenda 2063;
2. To strengthen capacity of African Union Member States and regional bodies;
3. To advance knowledge-based advisory support;
4. To undertake the full range of resource mobilisation; and
5. To serve as the continent's technical interface with all Africa's development stakeholders and development partners.

The offices of the AUDA-NEPAD Agency are located in Midrand, Johannesburg, South Africa.

Based on the Host Agreement between the Government of the Republic of South Africa and the African Union for AUDA-NEPAD to serve as the interim AU Office Operating outside the African Union Headquarters, AUDA-NEPAD invites applicants who are citizens of African Union Member States for the position of:

A. Post

Job Title:	Advisor, Agriculture and Food Systems
Position Level:	P5
Duty Station:	Johannesburg
Supervisor:	Director of Agriculture, Food Systems and Environmental Sustainability

B. Key Performance Areas

Under the supervision of the Director of Agriculture, Food Systems and Environmental Sustainability, the Advisor, Agriculture, and Food Systems will lead the strategic planning, development, implementation, and evaluation of agriculture and food systems programs. The role focuses on enhancing sustainable agricultural practices, improving food security, and promoting innovative solutions to agricultural challenges within the context of the implementation of the CAADP framework and the Agenda 2026 Second Ten-Year Implementation Plan. The incumbent will work closely with internal and external stakeholders, including member states, non-state actors and the private sector, to drive initiatives that align with AUDA-NEPAD's mission and goals.

Specifically, the incumbent will perform the following duties:

1. Strategic Leadership and Management:
 - Develop and implement the strategic vision and plan for the Agriculture and Food Systems division.
 - Oversee the management and coordination of all programs and projects within the division.
 - Ensure alignment of division activities with the directorate's and organization's overall strategy and goals.
2. Program Development and Implementation:
 - Lead the design and execution of innovative programs aimed at improving agricultural productivity, sustainability, and food and nutrition security.
 - Monitor and evaluate program outcomes and impact, ensuring continuous improvement and adaptation to changing needs.
 - Foster partnerships with governmental, non-governmental, and private sector entities to support program objectives.
3. Research and Policy Advocacy:
 - Direct research initiatives to generate data-driven insights and evidence-based recommendations.
 - Advocate for policy changes and development that support sustainable agriculture and food systems.
 - Represent the organization at national and international forums, conferences, and meetings.
4. Team Leadership and Development:
 - Build and manage a high-performing team, providing mentorship, guidance, and professional development opportunities.
 - Foster a collaborative and inclusive team environment.
 - Set performance goals and conduct regular performance evaluations.
5. Resource Mobilization:
 - Identify and secure funding opportunities to support the division's programs and projects.
 - Develop proposals and applications for grants, sponsorships, and other financial and technical support.
 - Manage relationships with donors and funding agencies, ensuring compliance with their requirements and reporting standards.

- Oversee the efficient and effective utilisation of financial resources within the division

6. Stakeholder Engagement and Advocacy:

- Build and maintain strong relationships with key stakeholders, including farmers, community organisations, government agencies, donors, and research institutions.
 - Communicate the division's goals, achievements, and impact to stakeholders and the public.
 - Facilitate stakeholder meetings and consultations to gather input and foster collaboration.
7. Perform any other duties as may be assigned.

C. Job Requirements

Required Skills and Competencies

- i. Experience in global and regional subject domain issues (Agriculture, Agronomy, agribusiness, Sustainable Land, Nutrition, biotechnology, and Soil Health Management) acquired through extensive work with both governments and expert institutions.
- ii. Ability to communicate clearly links between the Organization's strategy and the work unit's goals.
- iii. Ability to anticipate and resolve conflicts by pursuing mutually agreeable solutions and consistently drive for change and improvements.
- iv. Strong knowledge and understanding of the African development dynamic, the African Union, and AUDA-NEPAD.
- v. Strong leadership skills with the ability to lead teams to deliver solutions and solve organisational challenges while drawing on global best practices in the discipline.
- vi. Excellent strategic visioning, planning, implementation, monitoring & evaluation, and reporting skills.
- vii. High level of integrity and accountability, flexible approaches to work coupled with enthusiasm, commitment and energy.
- viii. Ability to perform multiple tasks and work under pressure with a wide range of individuals and institutions.
- ix. Excellent computer skills (e.g., Microsoft Office, SAP ERP) essential.
- x. Good organisation, planning, and time management skills.

D. Qualifications And Experience

Candidates must have a Master's Degree in Agriculture, Agronomy, Food Systems, Environmental Science, or a related field. Candidates must have at least ten (10) years of post-qualification experience within the public sector, multilateral institutions, and international non-governmental or similar organizations nationally, regionally and/or internationally in:

- Project or programme management/administration.
- Leading the development and implementation of successful programmes in agricultural productivity, sustainability, food and nutrition security fields.

Or

A Bachelor's degree in Agriculture, Agronomy, Food Systems, Environmental Science, or a related field. Candidates must have at least twelve (12) years post-qualification experience, of which at least five (5) years should be at a management level within the public sector, multilateral institutions, and international non-governmental or similar organizations nationally, regionally and/or internationally in:

- Project or programme management/administration.
- Leading the development and implementation of successful programmes in agricultural productivity, sustainability, food, and nutrition security fields.

E. Languages: Proficiency in one of the following: English, French, Portuguese, Arabic African Union working languages is a requirement. Knowledge of one or more of the other AU working languages would be an added advantage.

F. Tenure Of Appointment: The appointment will be made on an AU fixed-term contract for two (2) years, of which the first three (3) months will be considered a probationary period. This contract will be renewable subject to satisfactory performance and the availability of funds.

G. Gender Mainstreaming: AUDA-NEPAD is an equal opportunity employer and qualified female candidates are strongly encouraged to apply.

H. Applications: should be forwarded utilizing "Arial" font 11.5: To apply, please submit the following:

- a. A motivation letter stating reasons for seeking employment with the African Union Development Agency.
- b. A detailed and updated curriculum vitae (CV), not exceeding five (5) pages and indicating your nationality, age and gender.
- c. Three (3) referees with good knowledge of the candidate's work, furnishing full contact details, telephone, fax and e-mail addresses.
- d. Certified copies of degrees and diplomas.
- e. A recent performance evaluation report (for internal candidates only).

I. Remuneration: Indicative basic salary of US\$57,356.60 per annum plus other entitlements e.g., Post Adjustment (57% of basic salary), Housing allowance (\$27,290.88 per annum), gratuity (15% of gross salary) in conformity with the rules and procedures applicable to internationally recruited staff of the African Union.

J. Applications must be received not later than **Monday, 05 August 2024**. Click the link to apply:

https://e-recruitment.nepad.org:44310/sap/bc/webdynpro/sap/hrrcf_a_startpage_ext_cand

Please note that only shortlisted candidates will be contacted.

If you face challenges during profile creation or application, log your problem to audahiring@nepad.org

AUDA-NEPAD is a vision and strategic framework for Africa's renewal that is based on a shared understanding that it is imperative to eradicate poverty and position African countries on the road to sustained economic growth and development. AUDA- NEPAD works closely with the African Union Commission (AUC), regional economic communities, national governments, research institutions and civil society organizations in its attempts to eradicate poverty in Africa whilst also voicing Africa's concerns at the global level. For more information go to: [**www.nepad.org**](http://www.nepad.org)