General Information

Country of Assignment: Cameroon
Host Institute: World Food Programme
Volunteer Category: International Specialist
Number of Volunteer: 1
Duration: 12 months
Possibility of Extension: Yes
Expected Starting Date: Immediate
Duty Station: Maroua (CMR)
Assignment Place: Non-Family Duty station

Assignment Place Remark:
- Female candidatures are strongly encouraged.
- Dependent on continuation of mandate, availability of funding, operational necessity and satisfactory performance; there is no guarantee of assignment extension

Living Conditions:
The position will be located in the WFP Field Office for the Far North in Maroua with frequent travels to the Kousseri Antenna and possibly the Country Office in Yaounde. The security situation in the city of Maroua is classified as a Security Level 4 (SL4) with predominance of terrorism and criminality cases. Travel in the country as well as to and from the Far North region, requires UNDSS’ security clearance/authorization and are limited to official business travel.
As the capital city of the Far North region, Maroua is the seat of Regional Delegation of the Republic of Cameroon’s institutions and has a large presence of National Security and Defence Forces (Police, Gendarmerie, army, etc.). The Regional Hospital, the CNPS Hospital and the Military Hospital can be used as a first-line, basic treatment. Maroua do not have large supermarkets but there are several small shops especially around the Domayo shopping center. Several Bank Branches are operating in Maroua (BICEC, ECOBANK, SGC, Afriland First Bank.

Transportation within the Town of Maroua is mainly by moto bikes with high risk of accidents; it is thus recommended to call for private taxi for safety reasons. The main crimes concern burglaries in houses, robberies perpetrated by small groups of bandits. These criminal acts are mostly perpetrated overnight.

Cameroon is a unique country and with mixed of Development-Humanitarian unique operation. It provides for an interesting and enriching environment, but also requires a mature level of cultural awareness, as well as more stamina and commitment than elsewhere to make life comfortable and affordable. Therefore, flexibility and the ability and willingness to live, work and travel in harsh and potentially hazardous conditions, involving physical hardship and little comfort, are essential.

**Assignment Details**

**Assignment Title**
Programme Policy Officer- Smallholder Access Market Support-SAMS Coordinator

**Organizational Context & Project Description**

Cameroon is a lower-middle-income country, ranking 153rd of 188 countries in the Human Development Index. The poverty rate is 39 percent, and poverty is concentrated in the Far North, North, Adamoua and Eastern regions, where 90 percent of people requiring humanitarian support reside.

Far North has been the target of Boko Haram attacks since 2013 that have resulted in massive displacement of population (Nigerian refugees influx and IDPs) compounding livelihoods and food security by reducing agricultural productivity, land and market access. The Far north is made of diverse agro-ecological/livelihood zones with different characteristics, potentialities and needs that require an adaptive livelihood strengthening and resilience strategies.

Through its current Country Strategic Plan (CSP 2018-2021), WFP Cameroon puts efforts at the humanitarian-development-peace nexus to deliver sustainable hunger solutions in close collaboration with its partners.

Among the strategic outcomes that the CSP seeks to support is “Food-insecure smallholders, especially women, in priority districts of Far North, North, Adamaoua and Eastern regions have sustainably increased incomes to enhance their self-reliance and livelihoods and improve their productivity”. The importance of smallholders to national food security is recognized, but increased productivity is hampered by the small size of farms, low level of mechanization, high labour demands, limited use of external inputs, and absence of soil conservation strategies. Low productivity is compounded by an absence of an enabling agricultural infrastructure, and high post-harvest losses of 25 percent, making the sustainability of local food systems fragile and vulnerable to climate event.

In line with WFP’s corporate strategy for pro-smallholder food assistance, the Smallholder Agricultural Market Support (SAMS) is aiming at increasing productivity and incomes of smallholder farmers and cooperatives to achieve sustainable food security. By providing capacity development and equipment/infrastructure support to smallholder farmers, WFP helps farmers to aggregate their produce, reduce post-harvest losses and improve their incomes.

The World Food Programme (WFP) is the world’s largest humanitarian agency fighting hunger worldwide. We are currently seeking for an International UN Volunteer to fill the position of Programme Policy Officer- with livelihood and resilience expertise based in Maroua with travels to Kousseri and Yaoundé.

**Sustainable Development Goals**

2. Zero Hunger

**Task description**

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The United Nations Volunteers (UNV) programme is administered by the United Nations Development Programme (UNDP).
Under the supervision of the Head of Field Office, the UNV will be responsible for coordinating and overseeing the implementation of livelihood, resilience and SAMS activities in the Far North. More specifically, the staff member will build and strengthen partnerships between WFP and local and international, public and private organizations and institutions working in market-focused agricultural development, post-harvest handling, good agricultural practices for the overall goal to improve access to markets for smallholder farmers/farmers’ organizations.

The UNV will perform the following tasks for the Country Office and Field Offices:

1. Develop and lead the implementation of livelihood, resilience and SAMS strategy in coordination with CO units and partners.
2. Review current livelihood and resilience activities with a food system strengthening lens in line with the development of tailored SAMS strategy for the Far North and North regions.
3. Lead the development of business linkages amongst targeted smallholders, farmers organizations, cooperatives, low-income farmers and other potential markets beyond WFP.
4. Develop the capacity of supported households and smallholder farmers through targeted trainings and workshops to ensure they gain valuable skills in production, marketing and business development.
5. Put in place farmer-friendly mechanisms and systems to reach smallholder farmers to encourage local food procurement from surplus producing farmers and support rural aggregation network for increased market access for smallholder farmers.
6. Enhance the linkages between WFP and relevant line ministries to support smallholder farmers.
7. Collaborate closely with FAO in the implementation of all activities supporting smallholder farmers and build synergies between the different projects.
8. Prepare donor proposals, reports and visibility materials to highlight and advocate for the programme and to document good practices and lessons learned.
9. Build capacity of WFP sub-office staff and partners to support the implementation of the resilience and SAMS activities.
10. Support integration of nutrition sensitivity and enhanced gender and protection mainstreaming within the SAMS portfolio, through linkages with other units.
11. Contribute to the development of homegrown school feeding through linkages between SAMS, school meals, and other WFP programmes & activities.
12. Identify and promote new tools, methods and solutions to mitigate post-harvest losses at household level while putting in place a PHL demonstration model at all Rural Centers and a barter system for the provision of the tools.

Furthermore, UN Volunteers are required to:- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark International Volunteer Day)- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country- Provide annual and end of assignment reports on UN Volunteer actions, results and opportunities using UNV’s Volunteer Reporting Application- Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, newsletters, press releases, etc.- Assist with the UNV Buddy Programme for newly-arrived UN Volunteers- Promote or advise local groups in the use of online volunteering, or encourage relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible.

**Results/Expected Outputs**

As an active WFP team member, efficient, timely, responsive, client-friendly and high-quality support rendered to WFP and its beneficiaries in the accomplishment of her/his functions, including

- Enhanced partnership with government line ministries to support smallholder capacity development.
- Enhanced production, post-harvest, and marketing skills of supported farmers/cooperatives.
- Expanded partnerships with smallholder farmers, cooperatives and farmers organizations leading towards increased local procurement.
- Developed linkages with other WFP programmes, especially for home grown school feeding, nutrition
- Increased awareness of and advocacy for SAMS in the Far North.

- The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counter-parts, including Implementing Partners (IPs); • Age, Gender and Diversity (AGD) perspective is systematically applied, integrated and documented in all activities throughout the assignment • A final statement of achievements towards volunteerism for peace and development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed.
Qualifications/Requirements

Required Degree Level

Master degree or equivalent

Education - Additional Comments

Advanced university degree or university degree with experience and training/courses in one or more of the following disciplines: agricultural economics, social policy, rural development, agronomy, civil engineering, or related discipline(s).

Required experience

60 months

Experience Remark

- At least 5 years post graduate, progressively responsible, job related experience in rural development, agriculture, programme management, or fields related to the above disciplines.
- A demonstrated ability to prepare concise and well-written reports and documents is critical.
- Proficiency in utilizing computers MS Office, including word processing, spreadsheet, power point, and other office software packages and systems.
- Experience working with farmers groups and providing capacity enhancement and training.
- Intimate understanding of designing and conducting primary data gathering and research including monitoring, survey design and implementation, facilitating focus groups, research interviews, etc.;
- Demonstrates the ability to engage key stakeholders (e.g., WFP units, external partners) in policy dialogue to strengthen national government food and nutrition security, resilience strategies and programmes.
- Demonstrates the ability to incorporate technical information into programme design and implementation and appropriately communicate it internally and externally.
- Possesses strong analytical and writing, including the ability to produce high quality reports, presentations and knowledge products;
- Knowledge of WFP’s mandate, systems and tools in the area of food security and nutrition as well as extensive experience working on livelihood and resilience strengthening and food systems/value chain development

Language

- French (Mandatory) , Level - Fluent
- AND - English (Mandatory) , Level - Working Knowledge

Area of Expertise

- Agricultural economics Mandatory
- Civil engineering and construction supervision Mandatory
- Other civil society or community development experience Mandatory

Area of Expertise Requirement

Need Driving Licence

No

Competencies & Values

- Communication
- Creativity
- Empowering Others
- Ethics and Values

We are inspiration in action
Conditions of Service and other information

Condition of Service

Conditions of Service for International Specialist:


The rapidly changing nature of novel coronavirus COVID-19 has placed significant and increasing restrictions on the freedom of movement of people across the globe, within countries and across borders. Such restrictions make it very difficult for international UN Volunteers to begin their assignments at their assigned duty station and UNV cannot guarantee assignments will proceed as normal.

Candidates for international UN Volunteer assignments during this period may be exceptionally granted alternative working arrangements to work from their place of recruitment until restrictions are lifted. This is at the discretion of the host entity. Candidates proceeding to interview are recommended to discuss the likelihood of travel and possible alternative arrangements with the host entity. If selected, candidates should carefully consider the circumstances before accepting UNV’s offer.

In cases where the UN Host Entity partner has requested the UN Volunteer to perform their assignment remotely, the Post Adjustment Multiplier (PAM) and related entitlements to be paid may be adjusted to the temporary duty station from where the UN Volunteer has been requested to work if requested by the UN Host Entity.

The contract lasts for the period indicated above with possibility of extensions subject to availability of funding, operational necessity and satisfactory performance. However, there is no expectation of renewal of the assignment.

A UN Volunteer receives a Volunteer Living Allowance (VLA) which is composed of the Monthly Living Allowance (MLA) and a Family Allowance (FA) for those with dependents (maximum three).
The Volunteer Living Allowance (VLA) is paid at the end of each month to cover housing, utilities, transportation, communications and other basic needs. The VLA can be computed by applying the Post-Adjustment Multiplier (PAM) to the VLA base rate of US$ 1,682. The VLA base rate is a global rate across the world, while the PAM is duty station/country-specific and fluctuates on a monthly basis according to the cost of living. This method ensures that international UN Volunteers have comparable purchasing power at all duty stations irrespective of varying costs of living. The PAM is established by the International Civil Service Commission (ICSC) and is published at the beginning of every month on the ICSC website http://icsc.un.org.

For UN Volunteer entitlements, kindly refer to the link https://vmam.unv.org/calculator/entitlements.

In non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, international UN Volunteers receive a Well-Being Differential (WBD) on a monthly basis.

Furthermore, UN Volunteers are provided a settling-in-grant (SIG) at the start of the assignment (if the volunteer did not reside in the duty station for at least 6 months prior to taking up the assignment) and in the event of a permanent reassignment to another duty station.

UNV provides life, health, permanent disability insurances as well as assignment travel, annual leave, full integration in the UN security framework (including residential security reimbursements).

UN Volunteers are paid Daily Subsistence Allowance at the UN rate for official travels, flight tickets for periodic home visit and for the final repatriation travel (if applicable). Resettlement allowance is paid for satisfactory service at the end of the assignment.

UNV will provide, together with the offer of assignment, a copy of the Conditions of Service, including Code of conduct, to the successful candidate.

**Supervision, induction and duty of care of UN Volunteers** (*Roles and Responsibilities of Host Entities*)

UN Volunteers should be provided equal duty of care as extended to all host entity personnel. Host entity support to the UN Volunteer includes, but is not limited to:

- Introductory briefings about the organisation and office-related context including security, emergency procedures, good cultural practice and orientation to the local environment;

- Support with arrival administration including setting-up of bank accounts, residence permit applications and completion of other official processes as required by the host government or host entity;

- Structured guidance, mentoring and coaching by a supervisor including a clear workplan and performance appraisal;

- Access to office space, equipment, IT support and any other systems and tools required to complete the objectives of the assignment including a host entity email address;

- Access to shared host entity corporate knowledge, training and learning;

- Inclusion of the volunteer in emergency procedures such as evacuations;

- Leave management;

- DSA for official travel, when applicable;

- All changes in the Description of Assignment occurring between recruitment and arrival or during the assignment need to be formalized with the United Nations Volunteer Programme;
- Investigate misconduct: sharing reports with the UNV;

- Provide emergency assistance, e.g. the death of volunteer or medical evacuation, in collaboration with UNV. Accept letters of guarantees or potential liabilities for covering medical costs not claimable under medical insurance in extraordinary situations (e.g. isolation facilities’ services during pandemics).

**Application Code**

CMRR000438-9169

**Application procedure**

* Not yet registered in the UNV Talent Pool?

Please first register your profile at https://vmam.unv.org/candidate/signup. Important: After creating your account, complete all sections of your profile and submit it. Then go to ‘My Page’ at https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink. Lastly, select the special call to which you would like to apply.

* Already registered in the UNV Talent Pool?

Please first update your profile at https://vmam.unv.org/candidate/profile. Then go to ‘My Page’ at https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink to select the special call to which you would like to apply.

**Application deadline:** 25-04-2021

**doa.apply_url**

https://vmam.unv.org//candidate/show-doa/Q01SUjAwMDQzOA==

**Disclaimer**

*United Nations Volunteers is an equal opportunity programme which welcomes applications from qualified professionals. We are committed to achieving diversity in terms of gender, nationality and culture.*