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| **I. Position Information** | | |
| **Job Title:** International Waters Junior Professional Officer (JPO)  **Department:** UNDP  **Under the overall supervision and guidance** of theDeputy Resident Representative UNDP  **Direct Reports to:**  Programme Specialist – Sustainable Environment Management, Energy and Resilience (SEMER) | **Grade Level:** P2  **Bureau:** RBA | **Position Number:** n/a  **Position designation:**  With no mobility requirement  **Duty Station:**  Windhoek, Namibia |
| Career Track:  Career Stream: Energy Environment Climate Change  Contract Modality: FTA International (JPO)  Contract Duration: 1 year FTA, renewable at least once subject to satisfactory performance, recommendation by respective office and partner country agreement | | |

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| II. Background and Organizational Context |
| **The UNDP Junior Professional Officer (JPO) Programme:**  The UNDP (United Nations Development Programme) JPO Programme equips outstanding young leaders with the skills and experience required to advance the Sustainable Development Goals (SDGs) and make a positive difference in the world. As a pathway into the world of development, the programme offers young professionals excellent exposure to multilateral cooperation and sustainable development while providing a valuable entry point into the UN system.  During their assignments, JPOs benefit from the guidance of experienced UNDP staff members and are actively involved in supporting the design and implementation of UNDP’s programs within UNDP’s headquarters, regional or country offices. Additionally, the JPO will undergo a journey of exposure and growth which will build both personal and professional capacity for a career within the multilateral development sector.  As a JPO and young professional in UNDP you should be interested in pursuing a global career with the aspiration to work for a field-based organization in support of the development agenda.  The JPO will work as part of a team and be supervised by an experienced and senior UNDP staff member(s), including:   * Structured guidance and feedback, especially at the beginning of the assignment, with the purpose of gradually increasing responsibilities; * Establishment of a work plan, with clear key results * Guidance and advice in relation to learning and training opportunities within the field of expertise; * Completion of the yearly UNDP Annual Performance Review (APR) including learning and development objectives   The JPO will benefit from the following learning and development opportunities:   * Participation in a virtual Programme Policy and Operations Induction Course within the first 4 to 6 months of assignment * Use of yearly JPO duty-related travel and training allocation (DTTA), as per the [online DTTA guide](https://www.undp.org/sites/g/files/zskgke326/files/2022-06/Guidelines_for_the_use_of_the_DTTA_fund.pdf) * On-going Masterclasses on relevant and inspiring themes * Career development support mechanisms and activities * Networking with fellow JPOs, young professionals and senior UNDP colleagues * Mentoring programme * Other training and learning opportunities.   UNDP works in about 170 countries and territories, helping to achieve the eradication of poverty, and the reduction of inequalities and exclusion. We help countries to develop policies, leadership skills, partnering abilities, institutional capabilities and build resilience to sustain development results.  UNDP is working to strengthen new frameworks for development, disaster risk reduction and climate change. We support the countries' efforts to achieve the Sustainable Development Goals, which will guide global development priorities through 2030. The key 2030 Agenda principle of leaving no one behind and stamping out inequality is at the core of everything we do**.**  **UNDP focuses on helping countries build and share solutions in three main areas:**   * Eradication of poverty in all its forms and dimensions * Accelerating structural transformations for sustainable development * Building resilience to crises and shocks   In all our activities, we encourage the protection of human rights and the empowerment of women, minorities and the poorest and most vulnerable.  The UNDP Namibia Country Office has organised its programmatic activity into three portfolios: Sustainable, Inclusive and Green Growth (SIGG); Governance, Inclusive Institutions and Civic Engagement (GRICE) and Sustainable Environmental Management and Enhanced Resilience to Shocks and Crises (SEMER) Portfolio which work in an integrated manner applying a systems thinking approach. The JPO will work closely with the SEMER portfolio which broadly covers three complementary areas of work: (a) Climate Change (mitigation, adaptation and reporting to UNFCCC); (b) International Waters (marine and freshwater) and (c) Natural Resource Management (sustainable land-use; human-wildlife interaction; sustainable mining, waste management).  **International Waters**  Healthy marine and freshwater ecosystems are critical to sustaining life on earth, and they underpin and connect ecosystems, human health, and key economic sectors. Yet they face unprecedented threats often related to overfishing, pollution, and other threats to international waters. Additionally, ocean ecosystems are under pressure from climate change, acidification, habitat loss, , shipping, and seabed mining. Freshwater ecosystems face threats from climate change, urbanization (coastline/ port cities), and increasing food demand.  Marine and freshwater ecosystems are often transboundary. Conserving these ecosystems and ensuring they are managed sustainably thus requires that countries coordinate actions to secure a healthy environment for present and future generations. Given the critical role of marine and freshwater ecosystems and the threats they face, strong, informed management approaches are essential.  Namibia is a semi-arid country with a long coastline, facing several environmental challenges and opportunities in the International Waters area. The Benguela Current Large Marine Ecosystem, one of the world's most productive marine ecosystems, is shared by Angola, Namibia, and South Africa. However, for Namibia the country is highly vulnerable to climate change resulting in drought and water scarcity at transboundary level. This makes integrated water resource management imperative.  The Government of Namibia has recently committed itself towards a strategy of economic diversification aimed at creating dynamic industrial and service sectors through increased manufacturing activities, promotion of value addition to locally produced raw materials. Through the adoption of holistic and sustainable approaches, Namibia can harness the potential of its fisheries and international waters to foster economic growth that is inclusive, environmentally responsible, and socially beneficial. The UNDP through its interventions aims to support government, industry, partners balance economic interests with long-term ecological sustainability.  **In the International Waters area, UNDP Namibia is currently supporting two projects:**  The Benguela Current Convention (BCC) is implemented a project titled “**Improving Ocean Governance in the Benguela Current Large Marine Ecosystem” (BCLME III Project)** in partnership with the United Nations Development Programme (UNDP). The project is funded by the Global Environment Facility (GEF) and with co-financing from the BCC Parties. The BCLME III project realized a coordinated regional approach to the long-term conservation, protection, rehabilitation, enhancement, and sustainable use of the Benguela Current Large Marine Ecosystem. This ultimately provides economic, environmental, and social benefits as well as well-being in the region through domestication and implementation of the BCC and accompanying Strategic Action Programme. This project came to an end in March 2023, and UNDP is now working with the BCC on a GEF-8 project preparation grant (PPG) for a potential full-scale BCLME IV in 2024.UNDP Namibia is also working on a regional project titled "**Enhanced Water Security and Community Resilience in the Adjacent Cuvelai and Kunene Transboundary River Basins (CUVKUN)"** for implementation by the United Nations Office for Project Services (UNOPS) in close partnership with the Cuvelai Watercourse Commission (CUVECOM). The project document has been submitted to the Global Environment Facility (GEF) for endorsement of funding. This project aims to strengthen the water security and resilient livelihoods of the populations in the adjacent Kunene and Cuvelai river basins through improved transboundary and conjunctive water resources management in the context of climate change.  Additionally, together with the Food Agriculture Organization (FAO), the UNDP through GEF-8 is moving into the project preparation grant (PPG) phase of the Circular Integrated Aquaculture-Horticulture Systems for Climate Resilience in Namibia (NamiGreen) supporting the Ministry of Fisheries and Marine Resources alongside the Ministry of Agriculture Water and Land Reform for implementation from 2024.  The project will maximize Global Environmental Benefits (GEBs) by promoting systems that are agroecological, integrated, resilient and diverse, combining improved income opportunities with livelihood diversity, food security and environmental sustainability through:   * Increased agrobiodiversity and species conservation. * Increased food fish availability. * Improved nutritional benefits and food security. * Mainstreamed small-holder farmers into the energy transition agenda.   The key change drivers include adopting circular economy principles; capacity building; agri- and aqua-enterprise development support; access to productive resources; access to renewable energy and water infrastructure; maintaining environmental integrity and establishing market linkages. |

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| III. Position Purpose |
| The JPO will provide support to the SEMER portfolio particularly the CUVKUN project aims to strengthen the water security and resilient livelihoods of the populations in the adjacent Kunene and Cuvelai river basins through improved transboundary and conjunctive water resources management in the context of climate change and the BCLME IV project and contribute expertise to all other programmes from a systems perspective. |

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| IV. Key Duties and Accountabilities | |
| Under direct supervision of the Programme Specialist - SEMER, the JPO will carry out the following primary responsibilities: | |
| **1.) Daily oversight of the BCLME IV project and the CUVKUN project** | |
| ***Example of Duties:*** | Working with the Programme Specialist, the UNDP Regional Technical Advisor (RTA) and the Project Management Unit (PMU) to identify and solve delivery bottlenecks; |
| 2.) **Assisting with the development of the BCLME IV project** | |
| ***Example of Duties:*** | Assist with the development and implementation of the Project Preparation Grant Implementation Plan. |
| 3.) **Provide administrative and logistical support to the SEMER and Sustainable Inclusive Green Growth (where applicable) portfolio, beyond the IW projects** | |
| ***Example of Duties:*** | Including (but not limited to): Raising requisitions; preparing payments; developing terms of reference (TORs); organising meetings and events; drafting talking points; capturing minutes. |
| 4.) **Support resource mobilisation and pipeline development** | |
| ***Example of Duties:*** | Work closely with UNDP Programme Specialist, UNDP RTA and national partners to identify potential projects to be developed in in the area of International Waters and Ocean Governance, in line with national needs. |
| 5.) **Knowledge management** | |
| ***Example of Duties:*** | * Responsible for weekly progress reporting to the portfolio and bi-weekly reporting to the programme team. |
| Supervisory/Managerial Responsibilities: | |

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| V. Requirements: | |
| In this section, describe the qualification requirements of the position. | |
| ***Education*** | |
| * Master's degree in marine sciences, integrated water resource management, social policy, public policy, politics, economics, development studies or a related area. * Bachelor’s Degree with two additional years of relevant professional work experience is also acceptable. | |
| ***Experience, Knowledge, and Skills*** | |
| **List:**   * Minimum of 2 years of progressively responsible working experience in ocean governance and/or water resource management. 4 years of relevant work experience will be required for candidates holding a Bachelor’s Degree. * Experience in project design, implementation and oversight. * Experience in working with projects funded by the Global Environment Facility (GEF) is desirable. * Experience in working with UNDP or other international development agencies is desirable. * Full command of English, including the ability to set out a coherent argument in writing, presentations and group interactions. * Working knowledge of Portuguese is desirable, but not required. | |
| ***Expected Demonstration of Competencies*** | |
| ***Core*** | |
| **Achieve Results:** | LEVEL 2: Scale up solutions and simplifies processes, balances speed and accuracy in doing work |
| **Think Innovatively:** | LEVEL 2: Offer new ideas/open to new approaches, demonstrate systemic/integrated thinking |
| **Learn Continuously** | LEVEL 2: Go outside comfort zone, learn from others and support their learning |
| **Adapt with Agility** | LEVEL 2: Adapt processes/approaches to new situations, involve others in change process |
| **Act with Determination** | LEVEL 2: Able to persevere and deal with multiple sources of pressure simultaneously |
| **Engage and Partner** | LEVEL 2: Is facilitator/integrator, bring people together, build/maintain coalitions/partnerships |
| **Enable Diversity and Inclusion** | LEVEL 2: Facilitate conversations to bridge differences, considers in decision making |
| [***Cross-Functional***](https://undp.sharepoint.com/teams/OHR/competency%20framework/Shared%20Documents/Forms/Gallery%20View.aspx?id=%2Fteams%2FOHR%2Fcompetency%20framework%2FShared%20Documents%2FCross%2Dfunctional%20Competencies%2Epdf&parent=%2Fteams%2FOHR%2Fcompetency%20framework%2FShared%20Documents) ***&*** [***Technical competencies***](https://undp.sharepoint.com/teams/OHR/competency%20framework/Shared%20Documents/Forms/Gallery%20View.aspx?id=%2Fteams%2FOHR%2Fcompetency%20framework%2FShared%20Documents%2FTechnical%20Competencies%2Epdf&parent=%2Fteams%2FOHR%2Fcompetency%20framework%2FShared%20Documents) ***(insert up to 7 competencies)***   |  |  |  | | --- | --- | --- | | ***Thematic Area*** | ***Name*** | ***Definition*** | | **Climate Change Adaptation** | *Nature, Climate and Energy* | Knowledge of climate change adaptation concepts and the ability to apply to strategic and/or practical situations | | **Water Governance** | *Nature, Climate and Energy* | Knowledge of issues related to water and ability to apply to strategic and/or practical situations | | **Ocean governance** | *Nature, Climate and Energy* | Knowledge of ocean and development and the ability to apply to strategic and/or practical situations | | **Water Governance: Integrated Water Resources Management (IWRM)** | *Nature, Climate and Energy* | Knowledge of IWRM concepts, principles and policies and ability to apply to strategic and/or practical situations | | **Environment: Poverty-Environment Nexus** | *Nature, Climate and Energy* | Knowledge of poverty, human development and inclusive and sustainable growth issues and the ability to apply to strategic and/or practical situations | | **2030 Agenda Planet** | *Disaster Risk Reduction and Recovery* | *Disaster Risk Reduction.* Ability to provide analysis of climate risks and hazards, climate scenarios, trends and vulnerabilities, to support disaster recovery policy, planning and programming. | | **Business Management** | *Portfolio Management* | Ability to select, prioritize and control the organization’s programmes and projects, in line with its strategic objectives and capacity; ability to balance the implementation of change initiatives and the maintenance of business-as-usual, while optimizing return on investment | | |

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| **VI. Keywords** |
| List 3-5 most important skills from competencies required for the position – limited to 1-3-word descriptions – that will help inform workforce planning of critical skill supply and demand.  *Climate Change Adaptation, Marine Resource Management, Integrated Water Management, Stakeholder Collaboration, Sustainable Development* |